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ABSTRACT

Besides the proceedings of the American Library Association's (ALA) Midwinter Meeting and Annual Conference this publication contains: The executive director's report, the publishing board report, the division presidents' reports, the ALA committees reports, and the treasurer's report. (Author/NH)

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PROCEEDINGS 1971

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of the

MIDWINTER MEETING
Los Angeles
January 18-22, 1971

and the

ANNUAL CONFERENCE
Dallas
June 20-26, 1971

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AMERICAN LIBRARY ASSOCIATION
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Acronyms Used in the Report

AASL—American Association of School Librarians
ACONDA—Activities Committee on New Directions for ALA
ACRL—Association of College and Research Libraries
AHIL—Association of Hospital and Institution Libraries
ALTA—American Library Trustee Association
ANACONDA—Ad Hoc Council Committee on ACONDA
ASD—Adult Services Division
ASLA—Association of State Library Agencies
COA—Committee on Accreditation
COO—Commmittee on Organization
COPES—Committee on Program Evaluation and Support
CSD—Children's Services Division
ERT—Exhibits Round Table
FTRF—Freedom to Read Foundation
IFC—Intellectual Freedom Committee
IFLA—International Federation of Library Associations
IRC—International Relations Committee
IRO—International Relations Office
IRRT—International Relations Round Table
ISAD—Information Science and Automation Division
JMRT—Junior Members Round Table
LAD—Library Administration Division
LED—Library Education Division
LTP—Library Technology Program
NBC—National Book Committee
NEA—National Education Association
NLW—National Library Week
OFR—Office for Recruitment
OIF—Office for Intellectual Freedom
OLE—Office for Library Education
PLA—Public Library Association
RSD—Reference Services Division
RTSD—Resources Technical Services Division
SRRT—Social Responsibilities Round Table
YASD—Young Adult Services Division

MIDWINTER MEETING

Los Angeles
January 18-22, 1971

Low support, low funds, and rising problems occupied the entire day of meetings for the Freedom to Read Foundation on Friday, January 15, 1971. Foundation President Alex Allain reported that, as of January 13, 1971, the membership in the Foundation totaled four hundred, with cash on hand of $6,063.32. The special LeRoy Merritt Humanitarian Fund (it is not tax exempt as are Foundation dues and contributions) contained only $1,560. Current operating procedure for the Foundation restricts its cash awards to $500 because of the limitation in funds.

Ellis Hodgin's proposed appeal to the U.S. Supreme Court came in for a lengthy discussion and money was voted to assist him in filing the necessary papers. Indications are that his appeal will be asking for a "landmark" decision on whether civil employees are entitled to "due process" in termination of employment.

The most significant discussion of the day centered around the LeRoy Merritt Humanitarian Fund — the reason for its creation and its position in the Freedom to Read Foundation. William North, ALA's legal counsel, provided the basic explanation. He spoke of the birth of the Foundation as a device to avoid placing the entire ALA program in jeopardy should the IRS rule that activities in the field of intellectual freedom support were outside the ALA purpose.

"When we set up the Freedom to Read Foundation," Mr. North continued, "the call was heard for instant response—response in areas which would require no 'needs test!' " He explained that in cases involving the tax-exempt Foundation, there must be a careful investigation to determine the legitimacy of Foundation involvement.

> Now, the trust agreement is established (LeRoy Merritt Humanitarian Fund) to provide this instant response. No exemption will be sought for this fund. Contributions to it will not be tax-deductible. It is intended to respond to those people that say they need support, *now*. We don't want a "needs test!" We don't want the long preliminary investigation. The objective is to minimize the extent to which we will have to be concerned with the implications of the new tax laws.

William Dix, member of the board, commented favorably on the Merritt Fund and asked if there were any possible problems in having the trust administered by the same trustees as the Freedom to Read Foundation. "No, the fact that it has parallel trustees doesn't carry over," North commented. He then startled everyone:

> I call your attention to probably the most critical or perhaps most significant statement on this fund. I have to admit I thought long and hard before this went in, but, nevertheless, it is in line with the membership comments on the Freedom to Read Foundation . . . The decisions of the trustees in respect to any such distribution shall

be final and conclusive and subject to question by no one.

After a few exclamations of surprise from the board, Mr. North continued:

> In other words, what we are involved in here is that there is no second guessing on this fund. It is free from the ordinary scrutiny and rules which are generally applicable. The courts are really not in a position under these terms to run in and accuse the trustees of abuse of discretion because they didn't check and see if there was an actual need. I would have to say that this is the most liberal and broadly based trust agreement I have ever seen.

He went on to explain that he felt that this fund could provide the stop-gap for the librarian "caught in the middle" until the Freedom to Read Foundation and the Intellectual Freedom Committee could swing into action under their rules of operation.

Discussion took off from here on the possibility of having an individual contribute solely to the LeRoy Merritt Fund and yet *not* be a member of the Freedom to Read Foundation. After some misunderstandings and much talk it was agreed and understood that an individual or an institution contributing a minimum of $10 to the LeRoy Merritt Humanitarian Fund was to be considered a member of the Freedom to Read Foundation.

The *Library Service to Labor Newsletter* was discussed at various levels at Los Angeles and not the least was in the series of short hearings held by the Committee on Program Evaluation and Support (COPES). It was revealed by members of the AFL-CIO/ALA Joint Committee on Library Services to Labor Groups that the AFL-CIO had been contributing $300 toward the publication, and that at the time it ceased publication the committee considered changing the newsletter into a subscription periodical with a broader target in view, with the hope of making it self-supporting.

The International Relations Office appeared before COPES with a presentation which was little more than a reiteration of its current program. They reported that three intern programs were in progress with the library associations of Korea, Germany, and Great Britain. Information on employment and financial assistance had been provided to foreign librarians and employment opportunity in foreign countries was supplied to forty-one American librarians. Graduate library study information was provided to nine foreign librarians. Appointments were arranged for four visiting foreign librarians and for four American librarians planning overseas visits. Itineraries were arranged for visitors from Morocco and Tunisia.

Everett Moore, appearing on behalf of the Publishing Board, repeated what had by now reached Cassandra-like dronings on the loss of publishing funds support to general activities budgeting and the serious implications for the future of ALA's many divisional periodicals and serials. He said that at this point it was necessary for every ALA unit to study its publishing needs to determine which programs are most necessary. He spoke of the efforts of *American Libraries* to expand its coverage but admitted that space and news-gathering limitations have plagued this experiment. And he voiced a hope that a cooperative solution to these problems can be developed in the coming months.

The Social Responsibilities in Libraries Round Table met continuously while in Los Angeles and did create several new task forces to work on problems identified with Indians, prison libraries, and several other topics. It was clear, however, that after the first Action Council meeting a general philosophical difference existed between the Action Council and some of the SRRT members present. SRRT's Action Council, of course, exists to serve as a clearinghouse to define and identify members' interests and to organize support for affiliates or task forces in carrying out programs. At least one SRRT member present at the Action Council meeting, Carolyn Forsman, questioned whether this was a viable type of organization to have at this time. It was suggested that the mere coordination of task forces for members did not allow SRRT to have an identifiable position on ALA activities or to exercise a position of leadership in the Association.

SRRT left Los Angeles with this problem unresolved, and it might return again for discussion in Dallas. Unless a decision is made to vest more authority in the SRRT Action Council, it seems safe to predict that the organization's influence within ALA will depend solely on the creation of "task forces" around issues central to ALA activities on the organizational level. No SRRT member at the first Action Council meeting was willing to form a task force of this type in Los Angeles, but the Dallas Action Council meeting may well see this issue discussed again.

One of the best discussions which SRRT sponsored in Los Angeles was the evening session Task Force on the Status of Women in Librarianship. While the evening began in a very unstructured way, it was not long before some really substantive issues were being raised in the meeting: In a profession whose membership is predominately female, why are there so few females in responsible positions? And why are the females in responsible positions usually paid less than a man in a comparable position? To what extent is the responsibility for this situation attributable to females in the profession? These were some of the questions raised in Los Angeles, and the meeting that this group will hold in Dallas promises to consider these questions and the more difficult issues which surround these topics.

Lots of observers moved in and out of the daily meetings of the Executive Board. It wasn't long before the members of that august group were used to being stared at and having their words recorded—for what reason no one would ever know. Most of the real work of the board comes at its spring and fall meetings, which are preparatory to Midwinter and Annual conferences. Board members try to have as much business as possible out of the way by Midwinter so that they can devote more attention to the functioning of Council and the concerns coming from Membership units meeting concurrently.

In no particular order, these are some of the items considered and some actions taken by the board at Midwinter: (1) turned down a supplementary budgetary request for $3,000 for the preparation and distribution of a *Directory of Interlibrary Lending Policies;* (2) heard a preliminary report by president-elect Keith Doms on committee appointments for 1971–72 (a final report will be made at Dallas); (3) approved a revision of the Executive Board policy on accreditation appeals which clarified procedure; (4) accepted a proposal of Richard N. Peck, Peoria (Illinois) Public Library, for charter flight service to Europe for ALA members, and asked for a study by ALA staff for the fiscal and legal requirements for such a program; (5) approved the publishing of a summary of findings on a request for action submitted to the Intellectual Freedom Committee by Robert E. Scott (see *AL*, p.316). (6) received a copy of the Headquarters *Personnel Policies and Procedures* manual; (7) accepted a recommendation from Comptroller LeRoy Gaertner that deferral of an intended 3 percent salary adjustment for Headquarters personnel be continued; (8) turned down a Nominating Committee recommendation for a revision in the automated election procedures as being too costly; (9) undertook further study for a machine tabulation of ALA committee appointments; (10) heard a status report on negotiations for condominium space to replace the current Headquarters building; and (11) reviewed docket items for Council and Membership sessions.

Considerable time was spent with reports from the Legislation Committee, and from ACONDA and ANACONDA, as well as the Intellectual Freedom Committee (IFC). The IFC, with its proposal for a shift in responsibility and title, won verbal support from some board members but the board was unanimous in its concern that the proposal was premature. They directed the president to form a "conference" of involved membership units in order to insure proper study before such a program is presented to Council and the Membership.

Intellectual Freedom

The Intellectual Freedom Committee, in what must be one of the most dramatic attempts in recent ALA history, sought to expand the scope of its responsibility to tenure investigations and this push brought the committee into direct confrontation on the Membership floor with ACRL (pp. 20–21). Though David Berninghausen thought that he had the green light for this action from James Richards, Jr. LAD president, this move by the Intellectual Freedom Committee must have also caused the rank and file member of LAD a bit of apoplexy, and it is uncertain at this writing what the final effect will be on the program and the staff of the Office for Intellectual Freedom.

This move by the Intellectual Freedom Committee was anticipated by David Berninghausen's article which appeared in the OIF's Intellectual Freedom column in the January *American Libraries* (pp. 18–21). In this article David Berninghausen argues for the creation of a single unit to handle all investigations on behalf of ALA and suggests that the 1946 ALA policy on tenure in libraries provides the basis for tying the problems of tenure in libraries to the jurisdiction of the IFC. The debate generated by this issue seriously curtailed the activities of the Intellectual Freedom Committee and

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seemed to jeopardize early in the conference the prospect of the Revised Guidelines for Action being passed by Council. Fortunately, the Revised Guidelines for Action were passed, and provide the OIF with authority that will keep some intellectual freedom cases from becoming cases for tenure investigation. Before an examination of the move by the Intellectual Freedom Committee to assume responsibility for tenure investigations, IFC action in Los Angeles should be examined.

It was brought to the attention of the Intellectual Freedom Committee by the Office for Intellectual Freedom that the Superintendent of Documents had requested the depository document, Department of the Army Field Manual 5-31, *Boobytraps,* be returned from depository collections to the Commanding Officer, U.S. Army AG Publications Center, 2800 Eastern Blvd., Baltimore, MD 21220, because it had been determined by the U.S. Army adjutant general that the information in the manual was more sensitive now than at the time of its publication and shipment. This matter was discussed by the IFC and though no information was immediately available to the committee about the legal regulations governing government depository collections, it was decided that the IFC should write the Superintendent of Documents for further information about this incident and suggest that one of the tenets of the *Library Bill of Rights* may have been violated by this action.

In what can only be described as a "love in," R. A. (Bob) Wood, president, Los Angeles Fire and Police Protective League, and John Fleming of the Los Angeles County Sheriff's Department, discussed *Sylvester and the Magic Pebble* with the IFC, (see *A L*, p. 226). Mr. Wood is a member of the Board of the International Conference of Police Associations (ICOPA) and is the founder of PIGS (People in Government Service). He has done a handy business in selling tie clasps, cuff links, and T-shirts, while at the same time turning around the policeman's image in southern California. Both Wood and Fleming offered the IFC an opportunity to send a representative to the membership meeting of ICOPA in Los Angeles in July. Though both police officers suggested that they were not really representative of a number of ICOPA members, they conveyed to the IFC that they felt nothing wrong with "Sylvester and the Magic Pig," as Mr. Wood charmingly called William Steig's book in a slip of the tongue. In effect, messrs. Wood and Fleming so disarmed the IFC with their gentle presence of sweet reason that the committee said they would be happy to send a representative to the July membership meeting of ICOPA, and did not issue a formal statement of any kind about the book *or* the meeting. This lack of insight into what is fast becoming a serious problem for libraries across the country is regrettable, and members of ALA will have to await the IFC's Dallas meeting to see if a statement about local police agencies' attempts to remove this book from library collections will be forthcoming from the Intellectual Freedom Committee.

At their Los Angeles meeting, the Intellectual Freedom Committee sent a statement on intellectual freedom to the Committee on Accreditation. Prior to the Detroit Conference, the IFC had received a request from COA for such a statement and due to the cancellation of the last IFC committee meeting in Detroit, no action was taken there on this request. The statement sent to COA contains the following:

> The Intellectual Freedom Committee therefore requests that COA include in the Standards for Accreditation the requirement that every student in the masters program in librarianship be exposed to and have opportunity to discuss the concepts of intellectual freedom and their relation to all aspects of librarianship, with the possibility provided for some students to pursue the subject in greater depth.
>
> In order to determine whether a library school fulfills this requirement, the Intellectual Freedom Committee urges COA to adopt the following practices: (1) Include among the materials to be filled out by a library school prior to an accreditation visit a section of inquiries concerning the treatment of intellectual freedom in the curriculum; and (2) Include in the annual review a section of inquiries concerning the treatment of intellectual freedom in the curriculum, as well as innovations which add emphasis to intellectual freedom, such as the use of appropriate guest speakers.

The Intellectual Freedom Committee considered the role which ALA had in relationship to state association intellectual freedom investigating mechanisms. The concepts of double jeopardy and due process carefully entered these discussions and a statement of policy, now being reworked, will be issued shortly. Basically, it will establish the following policy guidelines for the ALA Intellectual Freedom Committee: The IFC cannot accept "Requests for Action" in situations in which state intellectual freedom committees have begun or have completed investigations; the IFC cannot accept testimony or reports resulting from such investigations; the IFC will accept the results of such an investigation only if a member or members of the ALA IFC, or staff of the OIF serve as consultants to the committee, and only if these consultants accompany the investigating team and are present at all hearings held under its auspices; and all hearings must be conducted in accordance with procedures set forth in the *Program of Action in Support of the Library Bill of Rights* if reports resulting from them are to be acceptable. State intellectual freedom committees will want to request a copy of this policy from the OIF as soon as it becomes available, for it is very important to the future conduct of intellectual freedom investigations carried out by state associations. As a rule of thumb, it would seem best that any action of this nature contemplated by a state association be first cleared with the OIF to make sure that this action would not prejudice in any way future action on the part of the OIF or the IFC.

Two items which originated with the IFC were adopted by Council in Los Angeles. One was a resolution on loyalty investigations and the second was a resolution on the *Report of the President's Commission on Obscenity and Pornography*. The text of these two resolutions may be seen on pp. 38-39. The resolution on loyalty investigations results from the Bardsley case first considered at the Chicago 1970 Midwinter Meeting, and provides a resolution that is little different from the earlier ALA policy. The resolution on the President's *Report on Obscenity* is a more forthright document which passed

Council and survived the subsequent attempt in Council to amend it after it had been passed. If this document did not get the circulation many members expected it would, the ALA was one of the twenty-five national organizations which urged wide public debate on the report in a news release issued January 21 from the National Book Committee, Inc. Among the broad-based coalition of organizations joining ALA in this gesture were the National Council of Churches, the National Education Association, the National Board of the YWCA, and the Association of American Publishers.

The revision of the ***Program of Action in Support of the Library Bill of Rights*** was approved by the Executive Board and passed by Council. These revisions in the program are particularly significant, for the strength they provide the Association's program in this area. By far the most important of these revisions is the fact that the OIF now has the authority to mediate problems upon receipt of a formal complaint. This provision will allow the OIF to move immediately into a situation after a complaint has been received with the object of securing a satisfactory mediation for all parties concerned. Hopefully, this power will allow the OIF to remedy many situations before they get out of hand and eliminate the necessity and expense of a formal investigation.

Two additional items which were added to the document make it mandatory that a complainant be directly involved in an alleged violation of the ***Library Bill of Rights*** and secondly that complaints may be withdrawn by the complainant at any time, upon written notification prior to the appointment of a fact-finding committee. Details about the composition of the fact-finding committee were also added, and the policy on sanctions and the removal of sanctions were combined and added to this document as a final section. The document is reprinted on p. 264, *AL*, March.

A flurry of excitement was caused by E. J. Josey on Council floor when he charged that the Intellectual Freedom Committee had withheld information from Council about a report from the Black Caucus on libraries rendering service to private schools in the South (see p. 28). Milton Byam, chairman of the IFC subcommittee charged with conducting an investigation of these practices, reported at the December meeting of IFC that his subcommittee had been unable to uncover documentation about any situation which would violate ALA's policy against rendering library service to these institutions. At this time, he reported he had asked the Black Caucus for information which they have that would indicate violations had occurred, and had not received a reply as of the December meeting date. David Berninghausen, IFC chairman, subsequently offered an explanation of the misunderstanding that arose between the Black Caucus report and IFC to Council after Josey and Berninghausen had an opportunity to discuss this issue. Milton Byam, however, was not present during open Intellectual Freedom Committee meetings in Los Angeles to present a summary report on this topic, or to offer an explanation to IFC of the Black Caucus report. It remains, therefore, for IFC at Dallas to once again consider this matter in light of the information which the Black Caucus has passed along to IFC.

The Intellectual Freedom Committee is again presenting a proposal for the J. Morris Jones-World Book Encyclopedia-ALA Goals Award to hold a series of regional workshops on intellectual freedom, and a program meeting emphasizing "value games" and scheduled for the Dallas conference was approved in Los Angeles. As well as we are able to determine, the Intellectual Freedom Committee did not take any formal action on the requests for action which were brought to the IFC for consideration in Los Angeles.

Membership

What was the purpose of the Membership meeting in Los Angeles? No one seemed to know for sure, including the 143 councilors who voted to have the meeting and the 33 who could see no reason for one. For some, a Membership meeting was for action, but for others it was for discussion. So it was that they launched right off into arguments about whether to act or to talk. If Eric Moon hadn't reminded them that they had a considerable amount of left-over business from Detroit, they might still be moping around like a bunch of repertoire Hamlets muttering "To act or not to act, that is the question." So old business came up, and there was no argument as to whether they were there to act or not. The truth was out. Those arguing against any action from the Membership meeting were really arguing against action on ACONDA recommendations.

The first of the deferred Membership business was the resolution by Sarah Martini which would require that Membership meetings be held in future years at the beginning of the conference, preferably on the first day. Discussion produced the consensus that the scheduling of Membership meetings should be left to the program committee to allow greater programming flexibility, and this resolution was defeated. Marietta Daniels Shepard's resolution on the nondestruction of libraries was next considered and passed without discussion. Membership then considered John Forsman's and Bill DeJohn's resolution on closed meetings, and when it was determined that its object was to allow members to observe committee meetings but not participate in deliberations, it was passed in a slightly amended form.

Next Selma P. Kessler presented her resolution on Midwinter Meeting sites. The object of the resolution was to have future Midwinter Meetings scheduled for cities that offer more moderate climates in January. The expenses of transferring staff from Chicago to other cities was brought before the Membership, and the resolution was subsequently defeated.

On behalf of the Social Responsibilities of Libraries Round Table (SRRT), Patricia Schuman presented the "Librarian's Bill of Rights" for consideration. Robert Johnson, Tucson, Arizona, seconded the resolution and Jean-Anne South spoke against its adoption at this time on behalf of the SRRT Intellectual Freedom Task Force. She suggested that the document be referred to the ALA

Code of Ethics Committee. Gordon McShean then offered this motion for referral and it passed.

Kay Cassell offered a resolution on equal opportunity for women in librarianship, and it was amended by Anita Schiller to call for a Membership Meeting in Dallas (1971) to discuss sex equality in librarianship. The problems of such late conference planning were aired by Father Jovian Lang, and considerable discussion followed. Anita Schiller's amendment was subsequently defeated and the resolution on equal opportunity for women in librarianship was passed.

Richard Rosichan had presented in Detroit a resolution on the residency requirement in employment and, in Rosichan's absence, Gordon McShean offered this resolution again to Membership. Ruth Frame, executive secretary of the Library Administration Division (LAD) and speaking on behalf of the LAD Executive Board, asked that the resolution be deferred because LAD questioned the legal accuracy of the phrase "the practice of numerous municipalities and other units of government of imposing local residency as a prerequisite for employment has been appealed to the courts and in more than one instance has been overruled." A motion was made to this effect by Mrs. Frame which ultimately led to rewording the section. It became clear, however, that Membership was sensitive *not* about the legal accuracy of the resolution, but about the question of requiring library employees to be tied closely to the community. At stake was the necessity of residency to guarantee rapport with the community as opposed to the selection of the best person for the job to be filled. For some, the residency requirement prevented hiring persons best suited to the job. Others argued that a person could not be a truly effective employee unless he was a community resident. Pursuing the residency requirement to a logical conclusion, Victor Marx offered an amendment stating that U.S. citizenship should not be required for employment except where a demonstrable danger to national security is involved. There was considerable discussion about the merits of the residency requirement, and the debate produced some of the most inane as well as some of the most carefully measured words in the Membership meeting. After lengthy deliberation, Membership did act by adopting the amended resolution which opposes residency and citizenship as a condition of new or continued employment in a library.

The one remaining resolution, that ALA spend one fifth of its total budget to support intellectual freedom, had been dropped by SRRT prior to the Membership meeting, and a Midwinter Membership Meeting, therefore, completed all business held over from Detroit. The policy statement on library education and manpower, which sought to turn aside Council's position "until it can be modified to return certified school libraries to their rightful professional position," was not presented by AASL, and the resolution by Bernard Franckowiak, though printed in the Midwinter program, was not considered.

The ACONDA report (see *American Libraries*, January, p. 81) was considered by Membership in a framework of free discussion, and the parliamentary hassle of Detroit was nowhere in evidence—though many of the same people who spoke in Detroit also felt they had to repeat themselves in Los Angeles. In fact, the ACONDA report was aired rather effectively with this new procedure, and the result was that ACONDA was able to get some measurable reaction to the report, and learn where compromises may have to be made (e.g., in the matter of electing Council); this forum provided an excellent vehicle for making these demands known. More importantly, perhaps, the use of this type of forum also allowed none of the proposals to become hopelessly tied to amendments offered during the meeting, and though there were expressions of dissatisfaction about the meeting's purpose and scope, no member objected to the way the ACONDA recommendations were presented.

Council reorganization was the proposal that Membership worried over the most. John Anderson, librarian, San Francisco Public Library, argued for the retention of chapter representation on Council and had brought forty-two chapter representatives together for a caucus to present a united front on this issue. David Weill suggested that the concept of Council as proposed by ACONDA could easily be amended to include representatives from each of the current chapters. Katherine Laich took a straw vote on this recommendation with no conclusive results, though most of the members present voted for Weill's suggested compromise. The Membership in Los Angeles, however, did indicate that they felt some form of compromise on chapter representation should be made with ACONDA's recommendation that Council consist of one hundred members elected at-large from geographical districts.

After the ACONDA recommendations had been completely discussed with relaxed parliamentary rules, it was suggested in the Tuesday evening Membership meeting, chaired by Richard Darling, that Membership did not have the prerogative to take any action on the ACONDA recommendations at Midwinter. This view was brought to formal consideration by Alphonse Trezza, who moved to refer the ACONDA report back to the committee after Katherine Laich's motion that Membership adopt the first ACONDA recommendation to carry out a communications program. There was considerable ambivalence among the members present, and a variety of views were advanced to express reluctance to take any action before the Dallas meeting. Opinions ranged from its being unfair to those members not present to take any action in Los Angeles to citing the program note made by the ALA conference manager which stated that Dallas would provide ample opportunity for members to discuss and participate in decisions affecting future directions of ALA. Once it was finally established in the members' minds that the Los Angeles meeting was a duly constituted Membership meeting, they settled down and considered seriously some of the ACONDA recommendations after defeating Trezza's motion.

The first item considered was the communications program recom-

Excerpts from the statement made before Membership Meeting January 19, 1971 by John F. Anderson, chairman, Special Committee on ALA Chapter Relationships

. . . On Monday, forty-two chapter councilors plus sixteen observers met and heard a report on the ALA Goals Award study of SWLA and six state ALA chapters. They heard from two members of ANACONDA. They voted forty-one to one to retain chapter councilors as voting members of Council. Of these forty-two state chapters, thirty-one were sent to this Conference instructed by their governing bodies to vote for retention of voting chapter councilors within ALA's present structure. It is the concensus of the Chapter Relationships Committee that the movement to restructure and democratize ALA should have full support. We wish to be positive in providing a responsive representative government of ALA. If a management study is undertaken, we feel the role of local units should be carefully evaluated and that it [the study] consider the network of communication, the system of policy determination by responsible subunits, and the role of broad-based local participation and representation. . . . We feel that changing the voting membership of ALA Council prior to an organization study is premature.

mended by ACONDA. A number of issues were raised about this program: Would the program place any editorial restrictions upon *American Libraries;* has the cost of this program been determined; and what would the adoption of this policy mandate at Headquarters? After Membership ran out of steam in discussing this recommendation, the move for the previous question was made by Jean-Anne South and the first ACONDA recommendation was adopted by Membership.

The third Membership session began with a consideration of the amendments to the Constitution and Bylaws as a result of Council adoption, and these amendments were approved routinely. Lola Johnson Singletary, who had presented, with success, her resolution that fair representation on library boards be added to the agenda at the beginning of this Membership session, offered the most eloquent presentation of an idea that we have heard in many years. The sonority of her voice and the dignity of her person cannot be conveyed in the printed word, but, for what it is worth, this is what she said:

Madam president, brothers and sisters of the flesh, empathizers in the spirit: As *salaam alaikem,* I greet you peacefully from the District of Columbia. Before I proceed with the whereases, I refer you to that now famous quotation of my beloved candid friend Miss Geraldine Jones. Geraldine has told us: "What you see is what you get." And I believe that with regard to the resolution that I am about to present, Geraldine would also say: "When I look at a library board, I want to see somebody who looks like me, somebody who thinks like me, somebody who might vote like me, somebody who can tell it like it is for me. Too often, nobody makes sure that there is somebody."

Based on this folk philosophy, I now formally "whereas":

Whereas the right to fair representation at the policy/legislative level is the inherent right of those served by public facilities,

Whereas nonrepresentative homogeneity is prevalent in the composition of numerous national, state, and local governing boards,

Whereas there is now no consistent policy to insure said representation, be it hereby

Resolved that the American Library Association vigorously support fair geographic and socio-economic representation of the total public served in the composition of all library governing boards and further that the ALA responsibly communicate its position to all known officials empowered to make appointments to library governing boards.

This resolution was seconded by John Axam, Free Library of Philadelphia, who made a plea that the resolution be passed. Mrs. Singletary's resolution carried unanimously. It was then that Mrs. Singletary told the Membership, "Geraldine requests that I remind the Membership of ALA that the 'seeing-getting' policy must begin at home with ALA. Right on!"

It was at this point that Membership turned again to the ACONDA recommendation. Jean-Anne South moved that a twenty-minute time limit be set for the debate of any one ACONDA issue, with a vote to be taken at the end of that period. This motion was passed by a standing vote, and the Membership proceeded to an examination of the remaining business.

Katherine Laich then made the following statement:

It became obvious at the Membership meeting last evening that opinion is divided on the extent to which Membership and Council should take action on the ACONDA and ANACONDA reports at Midwinter. Some feel strongly that there was implicit understanding that the Membership meeting was called for discussion only, and that there was a kind of gentlemen's agreement that no action would be taken either by Membership or Council that would commit the Association to any of the ACONDA recommendations before the Dallas Conference. However, the heavy vote in opposition to the motion to postpone action on the first recommendation of ACONDA was decisive indication that most of the members present want to be able to move ahead with action on some of the proposals. The subsequent vote approving the committee's recommendation for a communications program bore this out. We therefore propose to present certain items for action at this time. And for the benefit of anyone who was not present at the earlier Membership meetings, may I say again that the only action Membership can take at all is to approve or disapprove the ACONDA recommendations in order to give Council the benefit of Membership thinking. Council is the only body which can take action to commit the Association to a course of action.

Miss Laich reiterated the importance of obtaining Membership's opinion on the remaining three ACONDA recommendations for the benefit of Council, and offered the motion that Membership approve the second ACONDA recommendation—that a study be made by a competent management firm, using the criteria developed by ACONDA as a basis for evaluation of the "federation" and "triad" plans as possible models for the reorganization of ALA.

John Anderson spoke for the second ACONDA resolution and suggested that this work could be accomplished in time for the Dallas meeting. Katherine Laich pointed out, however, that ACONDA does not meet again until March, so that it would be impossible to have a project proposal to let for bid before the Dallas meeting. Katherine Laich clarified that ACONDA proposed a very broad definition for the consultants to undertake the evaluation of ALA's formal reorganization, and the term "skilled consultants" was substituted for "management firm." Ilse Webb amended this ACONDA recommendation to state that ACONDA itself be designated the consultant body to undertake the study and that it be appropriately funded to carry out this task. It was, of course, obvious from ACONDA's initial recommendation that the committee was unwilling or unable to take responsibility for proposing a formal pattern for ALA's reorganization, and it is an idle though not uninteresting speculation to think about the form of reorganization they would finally adopt for ALA had the committee been given this charge. Ilse Webb's amendment was subsequently defeated to the almost comic relief of the ACONDA committee members, and there was both humorous and sage counsel offered by Ken Duchac when he spoke against the amendment:

> I think that I will speak for ANACONDA on behalf of ACONDA where this assignment is offered to them. I think some of you who were sitting down near the front could see the reaction of the ACONDA committee, but—as they say, "seriously folks"—this is not a job which I think is suitable for any Membership committee to take on. If you will recall the ANACONDA report, ANACONDA feels strongly that it is not possible for a part- time Membership committee to look at the organization of a structure which is as complex as ALA is currently . . . and to make a more concrete plan—much less alternative types of organizational plans—which are going to take all of these pieces and wind up with a viable structure.

Dick Darling, second vice-president, offered further cogent advice after both John Anderson and Arthur Curley had suggested that more ALA staff input would aid the ACONDA committee in its deliberations on this matter. He said:

> I felt until Mr. Curley spoke, and I thought this was the direction of the ACONDA recommendation, that they felt the study should be done by an individual or a body which had no vested interest in the outcome, and I feel very strongly that we ought not to let the foxes, whether they be ACONDA, staff, or me, tend the chickenhouse and therefore I would strongly support our having an outside firm.

After Ilse Webb's amendment was defeated, Robert Sheridan offered yet another motion to substitute a Membership committee for the consultants, but Membership was now prepared to accept the ACONDA recommendation as presented and did so with a clear voice vote in favor of the recommendation.

The third ACONDA recommendation was presented formally to Membership by Katherine Laich, and it also generated a great deal of discussion. The recommendation stated that Council accept the proposed changes in its composition and in procedures of nomination and election, and that the Committee on Constitution and Bylaws be instructed to prepare the necessary amendments to implement these changes. The straw vote on this issue taken in the first Membership session indicated that among members present some type of chapter representation was desired. The ACONDA proposal, of course, suggested that councilors be elected at-large from within geographical districts, and most of the debate centered on this issue.

John Anderson spoke against this recommendation because he felt that after Membership had adopted the ACONDA recommendation to hire a management consultant, the composition of Council should not be changed until ALA had the results of the study. ACONDA member George Alfred pointed out that one of ACONDA's specific charges was to democratize the Association, and "by saying stop all action until we have a study, it's the same type of tactic as referring something to a committee." Ellen Gay Detlefsen then offered Eric Moon's substitute recommendation that Council be composed of one hundred members elected at-large, abandoning the geographical districts that ACONDA had proposed. Further, she proposed that Council retain regional representation by having one member from each ALA chapter with only ALA members in the chapter voting in the councilor's election. Carolyn Field, Eric Moon, and others spoke in support of this position. When the vote was finally taken, 250 persons voted in favor of adoption, 193 persons opposed it, and the recommendation was subsequently passed by Membership. Katherine Laich next moved the adoption by Membership of the final ACONDA recommendation which was promptly passed.

Shortly after exclaiming "I never thought we would get here," Ken Duchac presented the first ANACONDA recommendation. It must be recalled that ANACONDA's charge "is to review and make recommendations on the portions of the ACONDA final report not discussed or acted upon at the Detroit conference." ANACONDA is, as it was said in Los Angeles, a "creature" of Council to whom it is responsible, and the ANACONDA recommendations were presented simply to obtain Membership's reaction for Council's benefit. Membership did have a variety of attitudes on these proposals, and took this opportunity to express them.

Jean-Anne South, on behalf of the Advisory Committee to the Office of Recruitment, amended the ANACONDA recommendation on manpower by eliminating the final paragraph, and adding the following:

> In order to strengthen ALA's commitment to active recruitment of minorities: The new Office of Library Manpower shall immediately undertake action to secure equality of opportunity in all aspects of manpower activities. It is intended that "equality of opportunity" will mean support for ALA programs designed to eliminate inequities on the basis of sex in library employment, and effective recruitment of men and women of ethnic and racial minorities to careers in the library profession.

The amendment carried and the ANACONDA recommendation was again discussed in its amended form.

Wesley Simonton presented the view of the advisory committee to the Office of Library Education:

> We are concerned with the inevitable conflict of interest which would result

Resolutions Adopted by ALA Membership and Council

Nondestruction of Libraries—Inasmuch as the American Library Association describes itself in its Goals for Action, "as an organization devoted to the service of society through libraries and librarians, has as its overarching objective the provision of adequate library service of excellent quality freely available to all," and, its second goal is "the provision in all educational institutions of library collections, services and facilities fully adequate to support their programs of instruction and research and to stimulate a lively and continuing interest on the part of the student in reading and self-education," and millions of days of work and billions of dollars of public and private funds have been expended in attempting to provide adequate collections for the use of all the people of the United States, I move that the Membership of the American Library Association deplores the destruction of libraries, library collections and property, and the disruption of the educational process by that act, whether it be in the name of honest dissent, the desire to control or limit thought or ideas, or for any other purpose.

Reconsideration of Closed Meeting Procedures at ALA Conference—I move that it be the established policy of the American Library Association that all meetings of the Association be declared open to all members with closed meetings being only for discussion of matters affecting the privacy of individuals and institutions.

Equal Opportunity for Women in Librarianship—Whereas equal opportunity for women is a growing social concern in American society, and Whereas, within librarianship where women represent the majority, the issue is particularly relevant, and Whereas, statistics show that women librarians typically earn lower salaries than men and are under-represented in top-level positions in libraries, and Whereas, the under-utilization of this talent and education wastes needed professional resources and assaults our sense of human dignity, therefore be it Resolved, that the American Library Association should take steps to equalize salaries and opportunities for employment and promotions.

Residency and Citizenship Requirement for Employment—Whereas it is the practice of numerous municipalities and other units of government to impose a requirement of local residency or U.S. citizenship as a prerequisite for employment and Whereas, these prerequisites have nothing to do with proper qualifications for library employment, such as ability, experience, etc., and Whereas, such rulings and practices can only aggravate the problem of obtaining qualified librarians, particularly in areas of lesser population or in relatively isolated locations, Therefore, the American Library Association is opposed to any rule, regulation, or practice imposing as a condition of new or continued employment in any library a requirement of residency or U.S. citizenship, except where a demonstrable danger to national security is involved.

Resolution on Fair Representation on Library Boards—Whereas the right to fair representation at the policy/legislative level is the inherent right of those served by public facilities, Whereas nonrepresentative homogeneity is prevelant in the composition of numerous national, state, and local governing boards, Whereas there is now no consistent policy to insure said representation, be it hereby Resolved that the American Library Association vigorously support fair geographic and socio-economic representation of the total public served in the composition of all library governing boards, and further that the ALA responsibly communicate its position to all known officials empowered to make appointments to library governing boards.

from the combination of library education and training, clearly matters of public interest, with personnel utilization and personnel concerns, including such matters as salaries, welfare, and employment practices, which can only be categorized as matters of self-interest. It would be difficult indeed for such an office to subordinate self-interest to public interest in the case of a conflict. The fact that all of the activities proposed for the Office of Library Manpower relate to personnel should not lead us to establish an agency which is likely to be torn by opposing goals and interests. We do not deny the importance of a concern with personnel welfare, but we do not see it well served by an office which must give attention also to the protection of the integrity of educational standards. On the other hand, the problems and objectives of professional education are sufficiently important and complex to warrant the full-time attention of an office designed specifically to deal with them. ALA's potential for influencing the constant improvement of library education will be impaired by the relegation of education activities to the part-time responsibility of an office with other, often conflicting, obligations and priorities. We strongly recommend that in the best interest of both of these areas of concern, they be given separate identity in whatever new organizational structure is created for ALA.

Rising to the occasion, Dick Darling, dean of Columbia University Library School, spoke from the floor: "I find it impossible to see how the problems of library education can be divorced from related problems of librarians. Therefore, I would support passage of [ANACONDA's] motion." After Ken Vance read a statement on behalf of the Committee on Accreditation's objection to the placement of the COA's supporting staff in a manpower office, Bella Shachtman suggested that ANACONDA's recommendations for the creation of this office should wait until ACONDA's consultants had finished their proposed analysis.

Marietta Shepard at this point stated:

There is that which has concerned me in these reports concerning the role of the staff of the American Library Association. Although I certainly feel that we should expect a considerable amount of leadership from the staff of the Headquarters, nonetheless, I still feel this is a membership association, and that membership activity and participation is especially important. I am wondering if in this paragraph there were a few words omitted? Whether the sense of this is that the existing staff activities related to all of these areas would be combined into this office, a new office for library management, to be responsible for staff support for the development of appropriate programs and so on? Or do you mean that the ALA Headquarters will be responsible for all of these programs which up to the present time have been the primary responsibility of the association membership?

Ken Duchac assured Mrs. Shepard that this recommendation was never intended in any way to diminish the membership activities of the Association. And that was the way it went. After a motion to postpone Membership action on this proposal by Jean Lowrie, the motion to defer action until Dallas was passed 199–167. Ken Duchac presented the second and third ANACONDA recommendations, and they were both passed by Membership without extended discussion or debate.

It was at this point in the final Membership meeting that Homer

Fletcher presented his resolution on intellectual freedom and tenure:

> Whereas it is incumbent upon ALA to defend librarians who have been dismissed or denied employment through intellectual freedom or tenure violations, and
>
> Whereas the present mechanism does not adequately provide help for such librarians; therefore, be it
>
> Resolved that the Intellectual Freedom Committee be expanded and be redesignated the Intellectual Freedom and Tenure Committee and that it be empowered to investigate complaints in both areas; and be it
>
> Further Resolved, that the Office for Intellectual Freedom be renamed the Office for Intellectual Freedom and Tenure with similarly expanded responsibilities.

Gordon McShean seconded this resolution and Homer Fletcher spoke in favor of its adoption:

> First, let me say that information was withheld to the ALA Council this afternoon regarding this subject. The ALA Council, being the governing body of this Association, did not receive the report and action of the Intellectual Freedom Committee this morning. The Intellectual Freedom Committee met in closed session and took certain actions, and after that the Intellectual Freedom Committee chairman and a director for the Office of Intellectual Freedom met with the Executive Board. Those actions were deleted or not reported to ALA Council. This is in violation, certainly, of the rules the Intellectual Freedom Committee had followed, in that [it was] action from a committee that reported directly to Council. And I think we should have, right here, clarified the action the Intellectual Freedom Committee took this morning. I would like to say further, in this regard, that the governing body, the ALA Council, cannot make decisions effective and properly based, if it does not have all the information it is supposed to have. I call this highly improper. And now to the information of the Intellectual Freedom Committee action this morning. The Intellectual Freedom Committee unanimously revised its *Program of Action* to insert the words "intellectual freedom and tenure" in at least six places, and called it the "Program of Action for Intellectual Freedom and Tenure." In addition, by a vote of six to three, the Intellectual Freedom Committee voted to rename, be called, or be designated the Intellectual Freedom and Tenure Committee. Those actions should have been reported to the ALA Council; they may have had a difference in their deliberations.
>
> And now may I get to the other supporting statements that I have in regard to this resolution: We have known for many years that ALA has had a jurisdictional problem regarding intellectual freedom and tenure. This has been brought repeatedly to the attention of ALA, but nothing has been done about it. And right now after we have a *Program of Action* operative in the Intellectual Freedom Committee, we find now a great deal of thought being given to it by many divisions of ALA. So it has been a continuing problem of jurisdictional responsibility. Members have suffered as a result of this unclear direction. As a standing committee the Intellectual Freedom Committee serves intellectual freedom concerns of the entire Association. The committee has actively pursued its charge by developing the *Program of Action*, censure and sanction procedure, other intellectual freedom policies, and has completed some investigations. In fact, it has done the most work of any committee in this area, I would say. Cases today—most of them—have been brought by librarians, not by library users. The original *Program of Action*, you will recall, was developed to protect the library user. Actually, most of the requests for action have come from librarians who have filed a complaint saying that intellectual freedom was

involved or tenure—I must say that it is a very difficult question to decide which. I would like to make this final point at this time and that is the American Association of University Professors has had for many years a very effective committee called Academic Freedom and Tenure Committee, or Committee A.

Stuart Forth, chairman of the ACRL Academic Status Committee, offered the following comment on Homer Fletcher's motion:

I commend Mr. Fletcher and the members of the Intellectual Freedom Committee on behalf of the profession as a whole, but I am extremely worried about the fact that because they are concerned with all libraries, the unique problems of academic librarians will be sacrificed. There is nothing quite so exciting as a censorship case in a public library where you have the American Legion beating the drums and all this kind of thing . . . Academic librarians have equally serious concerns in the area of appointment, in governance of libraries, in work conditions, in length, salary, and all these things we are trying to achieve through the machinery of ACRL. And I feel very strongly that we would like to see these motions amended, if possible, in order to get the job done that we need done. I might point out that ACRL is one of the largest divisions in ALA and one of the least considered, we feel, by the organization—by the ALA Establishment, if I may say it. I would like to move that . . . Mr. Fletcher's resolution be amended. I move that the paragraph be amended to read "Whereas present mechanisms, other than ACRL, do not adequately provide help for such librarians"; and paragraph three be amended to read as follows: after the word "areas," the phrase "except in case of academic librarians who are the responsibility of ACRL."

Past-president Dix, at this juncture, offered an explanation of the Executive Board action in response to Mr. Fletcher:

This is what happened this morning in the Executive Board. There were no observers because it came on the heels of a closed session where matters of personal privacy were discussed. Mr. Berninghausen, chairman of the Intellectual Freedom Committee, came to the board properly with a resolution he intended to present at Council which is the one that was presented—a revision of the *Program of Action*. He came also with a further amended form of that *Program of Action*. This second form prescribed essentially the same things that were embodied in Mr. Fletcher's motion which is on the floor now. The Executive Board, I think, agrees completely with the general propositions stated by Mr. Berninghausen this morning—that is, a need for a single investigative body because matters of intellectual freedom and tenure and various related matters become terribly entwined. The board, in other words, was eager to see this matter solved. The board, however, was not willing to pass along to Council with its endorsement the second statement—the one comparable to Mr. Fletcher's motion—because there are obviously three elements in the Association, at least, that have some jurisdiction in this area. Now I am not talking about jurisdiction in the sense of possessiveness, but actually [about agencies which] have committees at work on these matters. The board felt it was wrong for it, without hearing the points of view of ACRL and the Library Administration Division, to agree to a proposal that would place complete responsibility [for tenure] in the hands of the Intellectual Freedom Committee and its agencies. Therefore, instead of endorsing this, the board approved a resolution calling upon the president to arrange a meeting of all these interested parties to try to resolve these conflicting interests in terms of a single investigative body—this to be done so action could be taken at the Dallas Conference. I think this is really relevant before we get too far into conflicting resolutions and so forth.

President Bradshaw then noted that though Mr. Dix's explanation was an explanation of a general nature, it also applied to Stuart Forth's proposed amendment to Homer Fletcher's motion. Stuart Forth's amendment shortly thereafter was voted upon and defeated.

Upon returning to discussion of Homer Fletcher's original motion, Jim Holly stated that he felt further consideration of this motion was but an exercise in futility at this point. Richard Darling then noted that there can be no question that the Association has been very slow in taking action to enforce its policies:

> Twenty-two years—Council, Membership and Executive Board have done nothing, but the Intellectual Freedom Committee apparently did not do anything either until this morning . . . The board's interest was not to postpone action, but indeed to expedite action. I want to remind you that the Council will act, and the small jurisdictional dispute we saw tonight will be intensified if this comes to Council tomorrow. My only fear is that in pushing this before the other groups have an opportunity to be heard, you are not enhancing the chances of your resolution, but you are doing your resolution irreparable harm.

After Robert Sheridan pointed out that the proposal before Membership did not in its present form cover all employees of libraries, but only its professional staff, he urged its defeat. John Forsman spoke in support of the motion and a vote was finally taken on Homer Fletcher's motion. The motion was defeated 185 to 85, and the Membership meeting adjourned.

Council

Council's first session began shortly after 10 a.m. Tuesday, January 19, in a subterranean room called the Biltmore Bowl with the introduction of the parliamentarian, Mrs. Vinzant, approval of the rules, and the minutes. The agenda was approved with additions and President Bradshaw moved into information reports from ACONDA and ANACONDA. Katherine Laich, ACONDA's chairman, read salient parts of the new report (see ***American Libraries,*** January 1971, pp. 81-93).

With all of the attention being focused on the recommendations for action, many members seemed to overlook the significant "criteria for the organization of ALA" (see January *AL*, p. 83). As an aside to Council, Miss Laich pointed out, "If you do not agree with ACONDA that this is the kind of Association that we should have, that these are the things it should achieve, then we are in trouble, because we are not presenting [recommending] what the Association thinks it should be doing."

A brief, simplistic look at the criteria show proposals for (1) a structure oriented to program; (2) a flexible budgetary and evaluation process; and (3) a staff able to act on membership-determined policy.

Miss Laich warned that ACONDA feels they have gone as far as they can in the assessment of the types of alternatives to reorganization and also warned there was a danger in making relatively superficial structural changes (it was tagged as the band-aid approach). Pointing to the criteria established in the report, she said that ACONDA was recommending a "skilled consultant" be sought out to provide an evaluation and cost-benefits comparison of the organization models, using the criteria as a basis for comparison.

Kenneth Duchac followed with an informal presentation of the ANACONDA report in reference to several items that Council in Detroit last summer had asked be given special study. The recommendations, ironically, were drawn primarily from sections of the Detroit ACONDA report which had not been discussed by the Membership. The fact that Council asked for this report seemed, for the time at least, to have removed the manpower and planning proposals from consideration at a Membership meeting.

Again in simplistic form (see January, pp. 93-96) the ACONDA recommendations called for the creation of an Office of Library Manpower (OLM?) which would combine existing staff activities in library education, training, recruitment, and personnel utilization and concern; asked for increased support for the development of the ALA Washington Office and an expansion of the planning function of the Legislation Committee; and suggested a permanent Committee on Planning (COP?) to insure the achievement of long-range Membership goals.

Information reports continued, with the next coming from Allie Beth Martin reporting on the activities of a committee whose name Lillian Bradshaw called "the longest title I have ever heard," the Joint ALA Committee on Chapter Relationships, Southwestern Library Association Project to Establish Effective ALA Chapter Relationships and to Coordinate Association Activities at the State, Regional, and National Levels (don't look that up in *ALA Organizational Information*). The committee is the result of a J. Morris Jones-World Book Encyclopedia-ALA Goals Award which is producing a report evaluating the concept of "a network of associations."

In her report, Mrs. Martin said with no discernible tongue-in-cheek, "Regarding relations between ALA and its state and regional chapters, the chapters themselves should be involved in the study. There is known evidence that chapters themselves have never been consulted or involved in studies concerning their relationships to ALA."

She noted that the report has had far-reaching effect on the Southwestern Library Association and that the individual member associations were involved in upgrading their services to membership.

William D. Murphy, chairman of the Constitution and Bylaws Committee, gave the first reading of changes as they appeared in *A L*, December issue (see p. 1085). He no more finished reading Article VI, Sec.4(a) when Peter Hiatt, president of Adult Services Division (ASD), moved to strike the phrase "held during an Annual Conference." He was concerned that the phrase implied referral to Council could only be made during *Annual* Conference. This set up a series of mumblings and riffling through the Constitution until Robert McClarren, treasurer, revised the amendment to include references to the types of meetings listed in the Bylaws, and so it went, with various people offering how the amendment should be written and some even ready to begin rewriting the Bylaws right then and there.

It was at long last that Arthur Curley stood up and clarified the fact that two issues were being considered and one could be solved by passing Mr. Hiatt's previous motion and then referring it back to the committee for some language defining "Membership meeting." Everyone seemed tired of the game and so it came to pass . . . the way it had originally been amended.

Changes in Article VII deleting reference to the second vice-president inspired no further amending and so it passed. However, it would seem Council got its second wind with the reading of Article VIII, Sec. 1. This, too, was a clean-up amendment tossing out references to the second vice-presidents (Richard Darling is currently serving as the last of ALA's second vice-presidents). E. J. Josey, at-large, had obviously spied the last sentence in the paragraph. He offered an amendment to that statement which had nothing to do with the second vice-president. Yet no one challenged whether his motion was in order and a big dalliance was on.

Mr. Josey recommended that the phrase be added to the statement about Executive Board's ability to appoint an executive director which added "at the advice and consent of Council." Marion Milczewski, Executive Board, asked for the rationale. Mr. Josey said, "We believe that Council should be more intimately involved in affairs of the Association (Council has eight of the thirteen members of the Executive Board). George Coen, at-large, pointed out that the rest of the sentence "and hold office at its pleasure . . ." created a pronoun problem. To whom was to go the pleasure?

Lee Ash, affiliate councilor, offered to bunt it all back to the committee. John Axam, at-large, offered a short bunt using only the phrase about "pleasure" for return to committee. Eric Moon, at-large, liked that and so moved while Lee Ash said he'd buy that. Kenneth Duchac, at-large, came to bat. He wondered about the procedure involved or evolving out of this entire *advise and consent* idea, wondering aloud as to what type of candidate for this post would submit "to the block" and face public rejection. David Heron, Executive Board, evoked visions in Council's collective head of the U.S. Senate's advise and consent role. John Anderson, nonvoting, thought the executive director should have a "contract." After all of this, the Moon and Josey amendments failed and the original amendment was approved.

Edwin Jackson, at-large, having sensed an issue out of the previous activity, moved that the Constitution and Bylaws Committee be instructed to draft a new paragraph for Article VIII specifying the manner in which the executive director may be removed and by whom. Alice Ihrig, American Library Trustees Association (ALTA) president, stepped in to delete the recommendation to that committee, correctly pointing out it was empowered only to prepare the language of the Constitution and that this action would require a special committee to establish the policy involved. To top it off, she pointed out that the members were dealing with a personnel policy procedure having no place in the Constitution. And so it went, but President Bradshaw will have a new committee to appoint.

Dick Darling, self-styled "last of the great ALA second vice-presidents," waggled his bushy beard as presiding officer for the second session of Council Wednesday afternoon. First on the agenda was the SRRT policy statement on "open" meetings. The Executive Board had revised part of the original statement so that it reads: "I move that it be an established policy of the American Library Association that all meetings of the Association be declared open to all members with closed meetings being only for discussion of matters affecting privacy of individuals and institutions." It passed.

Richard Dougherty presented the Nominating Committee report on candidates for the 1971–72 elections (see *American Libraries*, November, pp. 958–59). He explained that their plan for refining the ballot by having each candidate with his biography and statement of concern on a single punched card proved to be a $20,000-idea and it was abandoned in favor of a less expensive method.

Mr. Darling asked if any petitions had been received and David H. Clift reported the receipt of one petition. It placed Alice Ihrig, library trustee and ALTA president, on the ballot for councilor-at-large. There will be twenty-five candidates for the twelve openings in the spring election.

Mellifluous Alex Allain was next to the podium to report to Council on the activities of the Freedom to Read Foundation (see our report p. 5). A Nominating Committee composed of Carrie Robinson, Jean-Anne South, and Chairman Everett T. Moore are soliciting nominations for the four board seats vacant in June.

Rustling and little hacking coughs disappeared as Mr. Allain announced the board's award of $550 to pay the costs of preparing a petition for a writ of *certiorari* on behalf of T. Ellis Hodgin to the U. S. Supreme Court seeking a review of his dismissal in Martinsburg, Virginia. In discussing this legal action thrust of the foundation Mr. Allain said, "Plans have been established to challenge legislation which curbs the freedom of speech and the press or which threatens librarians who promote intellectual freedom."

David K. Berninghausen, ruddy-faced and booming-voiced, took to the podium to bring some action items to the attention of the Council. Some members of the Library Administration Division (LAD) and the Association of College and Research Libraries (ACRL) had caught wind in one way or another of what was on the mind of the Intellectual Freedom Committee (IFC) but for most of Council it seemed fairly routine.

The first item was the by-now-famous policy on the confidentiality of records that grew out of the Internal Revenue Service investigations last summer. The statement was less reactionary than the advisory statement first issued by ALA staff and now covered "the names of library users" if they are connected in any records with specific library materials or subject areas. The motion passed unanimously.

Next up was a statement on the *Report of the President's Commission on Obscenity and Pornography* (see p. 38).

Eric Moon, councilor-at-large, asked if the IFC had any discussions on the findings of the commission and if they had, he would like to know why they were not revealing them now. Mr. Berninghausen assured him that the report had not been discussed in this manner.

Discussion then broke out in a concern for the distribution of the policy statement and Richard Darling assured Council that, should they pass the resolution "during this meeting, a press release will go out to the press wires, the national press in general and to the library press . . . and will get the same distribution that all of the Association's official policy statements receive." Edwin Jackson, at-large, asked that it be sent to all senators along with a copy of the commission's report. He wasn't taken up on the latter, but Mr. Darling assured him the resolution would be sent to the members of Congress.

Archie McNeal, chairman of the Legislation Committee, voiced concern over the "effect this will have with our communications with the Senate and, possibly, the President." He wanted the paragraphs dealing with the Senate and the President removed but the IFC would have none of it saying that it was the "categorical rejection" of the report which had motivated the statement. The resolution passed unanimously.

A revision of the ***Program of Action*** which is the basis for the Office of Intellectual Freedom's investigations of complaints of violations of the ***Library Bill of Rights*** was now to be considered. It contained some provision for mediation, procedure, and policy on the withdrawal of complaints plus provision for sanctions and their removal.

It was preceded by a variation on the theme introduced by Mr. Berninghausen in the January ***American Libraries*** (Intellectual Freedom, p. 18), "ALA's defense of librarians cannot be truly effective until one agency is given the authority, the funds, and the staff to carry on mediation procedures and investigations in all cases in which a librarian alleges that he has been dismissed without cause. ALA's failure to resolve this jurisdictional fuzziness has as an inevitable consequence produced a tendency in some librarians to claim that the scope of intellectual freedom covers a wide variety of civil rights. In one sense this may be true. But librarians who in some cases feel they are unlikely to get much help from ALA quite naturally try to extend the concept beyond logical limits and try to present every dismissal case as an intellectual freedom case."

John Forsman, at-large, was evidently "in" on some of the IFC "closed" discussions earlier in the morning for he asked if consideration had been given to the 1946 policy statement passed by Council (*AL*, p. 263) which lumped intellectual freedom and tenure concerns together. The chair had not intended to comment on this subject until Mr. Berninghausen had completed his presentation, but the issue had arrived a little ahead of schedule. Mr. Darling said that the Executive Board had discussed the policy statements with Mr. Berninghausen that morning and, as a consequence, had instructed the president to call a "conference of appropriate units within the Association which have concerns in the area of intellectual freedom and tenure investigations," so that procedural recommendations could be made that are acceptable to all concerned; a report is expected by the end of the Dallas conference.

James Richards, Library Administration Division (LAD) president, stated that he had discussed the situation with Mr. Berninghausen and had been concerned until he heard the proposal for the "conference" just presented. He pointed out that LAD was deep into preparing investigatory procedures for tenure cases but said that it felt no exclusive claim on such procedures.

Anne Edmonds, statuesque president of ACRL, commented on the concern of the Academic Status Committee. She made it clear that ACRL was delighted there was a movement afoot to provide financial and personnel support for investigations. "However," she warned, "I do think that who is responsible in certain areas is a matter of charge. ACRL does have a charge for all matters relating to academic librarians. I certainly think that before any move such as is proposed takes place we do have to have discussion amongst all units concerned."

The *Program of Action* was carried with a smattering of high volume "no" vote. Mr. Berninghausen then cryptically thanked Council for their vote on a "limited revised" *Program of Action*.

He next reported on the IFC's attempts to find evidence that some libraries are providing materials and services from public funds to private schools created to by-pass the desegregation laws. He said that a subcommittee headed by Milton Byam had reported at its December 1970 meeting that it had been unable to find any evidence "although the resolution when proposed [at Chicago, Midwinter 1970] on the assembly floor stated that there is widespread violation."

Loyalty oaths and investigations were the next item for action which had received much verbiage and sonorous rhetoric during the 1970 Midwinter Meeting. A revised resolution had been prepared and was now being presented for adoption.

Alice Ihrig, ALTA president, proposed amendments which brought the library trustee into the resolution. She pointed out that there are many states where a negative loyalty oath is required before assuming office and some states require the oath before becoming a candidate for the position. The amendments were accepted and passed unanimously.

In concluding the report of the IFC, Mr. Berninghausen made some statements which start out as a compliment to Headquarters staff and end on a note of seeming amazement: "This Association and the profession and indeed the whole nation owes a great vote of thanks to David Clift and the Headquarters staff for operating in the absence of policy in a way so effective that when the Intellectual Freedom Committee took up the matter [confidentiality of library records] in December they found that it had been done very satisfactorily. . . ."

E. J. Josey, at-large speaking as chairman of the Black Caucus, made a startling statement: "I would like to say that a seven-page report has been sent to Milton Byam, chairman of the Intellectual Freedom Subcommittee assigned to investigate public funds used by libraries to support institutions designed to circumvent the school desegregation laws . . . in December. Now, it may have been lost in the Christmas mail, but I'm not sure. But a report has been sent to Mr. Byam and I have evidence that can be documented and which would negate your report, sir."

Mr. Berninghausen replied that the report had been received at Headquarters just prior to Midwinter Meeting and that the committee had not had an opportunity to discuss it. He said it would be coming up for discussion during the week.

Keith Doms, vice-president and president-elect, announced his appointments to the Nominating Committee for the 1971–72 election of officers and councilors. All members were urged to submit nominations as quickly as possible to any member of the committee: Susanna Alexander, associate state librarian, Jefferson City, Missouri, chairman; William D. Cunningham, Library Service Program officer, USOE, Kansas City, Missouri; Mrs. Yuri Nakata, documents librarian, University of Illinois Circle Campus, Chicago; Peggy A. Sullivan, doctoral candidate, University of Chicago; Nasser Sharify, director, Library School, Pratt Institute.

Robert McClarren reported, as treasurer for the Association, on the expenditures from general funds in the priority areas designated in the Detroit ACONDA report. In direct charges expended in specific areas of priority: Social Responsibilities: $110,552 ($8400 to Library Service to the Disadvantaged; $48,568 for International Relations; $53,584 for communications with members). Manpower: $104,065 ($101,956 for recruitment, education and training, status of librarians, etc.; $1,050 for personnel standards; and $1,050 for enforcement of policy and standards). Intellectual Freedom, $74,958; Legislation, $135,038; Planning and Research, $71,506; Democratization and Reorganization, $10,520.

He pointed out that the amounts listed are from "general funds only and are direct expenses. No indirect charges for administration, for fiscal office and billing services, or for periodical communications have been included in these figures. Note also should be made that other significant expenditures for priority items are contained in the category of special activities."

Dues supplied two-thirds of the Association's income and in the past fiscal year a 15 percent drop in Membership produced an increase of $400,000 in income according to the treasurer's report. He predicted that income would not rise significantly in 1971. He also warned of an additional pressure on Membership with a drop in funds allocated from publishing activities. During the current fiscal year 9 percent of the general funds budget comes from publishing. The Publishing Board has alerted the Association that they will not be able to meet that level of support in the next fiscal year. McClarren quoted Everett Moore, chairman of the Publishing Board: "Can the ALA continue to support six division periodicals and eight newsletters? With the curtailing of allocations from publishing funds some of our periodicals will be in even greater trouble than they have been . . . production costs continue to increase and the prospects for increasing advertising revenues are not good. Rather than consider the conversion of even one newsletter to journal status we need to question whether we can reasonably continue to sanction the many separate journals published by divisions, and to scrutinize even more closely the continued publication of all the newsletters now being issued."

Allie Beth Martin, chairman of the Membership Committee, asked Council to plug up a loophole in the dues structure which seemed to give branch and departmental libraries the idea that they could join at a reduced rate regardless of the membership of the parent library. Now "Big Mama" has to belong if the little chicks want the reduced rate.

Marietta Daniels Shepard's resolution on the "Nondestruction of Libraries" put ALA on record as being appalled at the destruction of libraries no matter how good the reason . . . unanimously.

SRRT Task Force on the Status of Women in Librarianship sponsored a resolution on "Equal Opportunity for Women in Librarianship:"

> Whereas, equal opportunity for women is a growing social concern in American society, and
>
> Whereas, within librarianship where women represent the majority, the issue is particularly relevant, and
>
> Whereas, statistics show that women librarians typically earn lower salaries than men and are under-represented in top-level positions in libraries, and
>
> Whereas, the under-utilization of this talent and education wastes needed professional resources and assaults our sense of human dignity, therefore, be it
>
> Resolved that the American Library Association should take steps to equalize salaries and opportunities for employment and promotions.

Even though the men were in the obvious majority on Council there was nary a snort out of them as they passed the resolution unanimously.

Mr. Darling then dutifully read the amended version of Richard Rosichan's resolution on "Residency Requirement for Employment." This had been thoroughly debated in the Membership meeting and so went directly to a vote and carried (see p. 19).

The SRRT Task Force on Recruitment of Minorities resolution "Action Now to Achieve Racial and Sexual Parity in Library Staffing" (see p. 39) was moved into action by E. J. Josey, at-large. Virginia Ross, California, took out after the resolution as being in opposition to some of the ACONDA recommendations and wanted to avoid the band-aid approach by dealing with the ACONDA report first. Mrs. Shepard had reservations about placing a recruitment officer in the Washington office. Mr. McClarren, true to his calling, spoke to the unmentioned budget implications. Paul Bartolini, at-large, noticed that it was primarily an administrative directive rather than a policy statement. Virginia Lacy Jones, at-large, reminded Council that it went on record in 1967 to develop a recruitment program with emphasis on the minorities. Since that time all efforts to mount a program have been pushed aside because of a lack of funds. She said that it was time to consider this a first priority project. Hugh Atkinson, at-large, could see no conflict in this proposal with ACONDA objectives and he commented on priorities that spend about $8,000 for service to the disadvantaged and $48,000 for international relations.

Ed Low, nonmember of Council, deplored the administrative tone of much of the resolution. William Hinchliff, nonmember of Council, wanted a roll call vote. Evelyn Levy, Executive Board member, amended to remove the position from the Washington Office. Ed Castagna, past-president, agreed and called the question. And for a moment the parliamentary little pistons went ping-ping as the amendment passed. Virginia Ross again. She moved that they postpone until ACONDA decisions were made. Carrie Robinson, E. J. Josey, John Axam, Arthur Curley, and Robert Johnson offered arguments against. Nobody seemed to be for postponing so Grace Hightower, at-large, moved the previous question and Miss Ross' amendment was defeated.

Clare Smith, Montana, popped in an obvious amendment. Get rid of the word "urban" which limited the minority life and culture the special recruitment was to serve. There are American Indians wasting away out there in the open spaces.

Crank goes the parliamentary machinery. Marietta Daniels Shepard announces that she has an amendment. Twitch goes the beard of presiding Richard Darling . . . wag goes his head. "How?" he asks with rising incredulity, "How can you amend the striking of one word?" A titter of relief from the assembly flits around the room releasing the first real belly laugh of the conference. Mrs. Shepard sits down to wait the moment she will be back in order.

Sput-sput again as Mr. Hinchliff launches off on a seeming history of ACONDA. Mr. Darling interrupts and quietly asks if this has anything to do with the removal of the word "urban" from the amendment. Mr. Hinchliff waggles his beard negatively and sits down with mumbled apologies.

Putt-putt and we are off as Mr. Josey, the original mover of the resolution, accepts the removal of the word "urban." That was out of the way and Mrs. Shepard, now in order, provided amendments that removed the designation "second" from the words "recruiting officer" and a line referring the whole thing to ACONDA for their consideration. It was all wearily passed and the second session of Council sighed to a halt.

It was at last Friday and Council was cranking up its machinery in order to take on the ACONDA report that had been debated and sent to them from the Membership meeting. Richard Parsons, at-large, offered up some rules in anticipation of too much rhetoric by limiting time for speakers at three minutes with a total of twenty minutes going to any one question. No one was to speak twice to a subject. It was agreed to by Council.

Pity the poor Committee on Organization. They had had a lengthy action report to submit to Council in Detroit last June which never made it. Now they were to catch up and add two action items from their Midwinter session. Helen Tuttle read them off and Council ticked them off: (1) they extended the life of the Coordinating Committee on Library Services to the Disadvantaged (retroactive to Detroit); (2) established an ad hoc Centennial Committee to plan for 1976; (3) clarified the statement of responsibility of the Intellectual Freedom Committee to include libraries and librarians' rights as interpreted by the First Amendment to the U.S. Constitution; (4) changed the name of the American

Association of State Libraries to the Association of State Library Agencies (ASLA); (5) added the phrase "systems design" to the statement of responsibilities of the Information Science and Automation Division (ISAD); (6) created a standing committee (joint) on University Extension Library Services (National University Extension Association—University Libraries Section of ACRL); (7) increased the membership of the International Relations Committee from six to eight. No debate, just lots of action.

The Legislation Committee was next and the main action item was a resolution on the Higher Education Act extension which was amended slightly and passed.

> Whereas, high quality postsecondary education is recognized as an essential element in the development of an informed populace, and
>
> Whereas, the creation of new and the further improvement of existing academic libraries is a necessary component in maintaining high quality postsecondary education, and
>
> Whereas, Title II-A of the Higher Education Act of 1965 has been of great value in aiding small and large academic libraries to improve the quality and quantity of resources available to students and faculty, and
>
> Whereas, Title II-B of said act has been of great benefit in preparing graduate school faculty and graduate librarians to serve the public in all types of libraries and has provided opportunities for continuing education through institutes and has further supported research efforts of significance to the development of library service, and
>
> Whereas, Title II-C of said act has assisted in the speedy and relatively inexpensive dissemination of bibliographic information to research libraries, and
>
> Whereas, other titles under this act are of significant usefulness to libraries in institutions of higher education,
>
> Now, therefore, do we the American Library Association urge the 92nd Congress to enact promptly, with appropriate improvement, a five-year extension of the Higher Education Act of 1965, so that the various publics served by academic libraries and by the librarians trained under this act may continue to receive the benefits of improved library service through the provisions of the law, scheduled to expire June 30, 1971.

Archie McNeal read a report to Council from the Committee on Legislation that noted the twenty-fifth anniversary of the Washington Office. He was pleased to comment on the nearly two billion dollars in authorizations floating around current federal library programs and saluted as progress the creating of HEW's Bureau of Libraries and Educational Technology. The dramatic last-minute renewal of the Library Services and Construction Act (LSCA), the establishment of a National Commission on Libraries and Information Science, the extension of the Elementary and Secondary Education Act (ESEA) and the Medical Library Assistance Act all received their due.

He spoke optimistically of the future with the 92nd Congress, saving his trepidations for the President's budgetary recommendations.

The parade of states with their offerings of extra financial help to the Washington Office were particularly welcome this year: Frank Taplin, Massachusetts Library Association, $300; Jean Cochran, Georgia Library Association, $200; Virginia

Ross, California Library Association, $1000; Sister Mary Carlen, Catholic Library Association, $200; William Roehrenbeck, New Jersey Library Association, $500; and the Oklahoma Library Association, $200.

There she was, at last. The petite and fragile-looking Katherine Laich was ready to present the ACONDA recommendations to Council. A brief introduction and she confronted them with the proposed communications program approved at the Membership meeting.

Lester Stoffel, LAD, read a statement which called for Council to avoid acting on ACONDA recommendations. "Those in attendance this week," he said, "were almost exclusively members of committees and boards meeting to carry on the Association's business. In other words these decisions were made this week by the . . . you guessed it . . . the Establishment."

After that little breather up popped Marietta Daniels Shepard, Executive Board, who moved to postpone all action on the ACONDA and ANACONDA recommendations. She cited the third paragraph of the ACONDA report (*American Libraries*, January 1971, p. 81) which said that the Midwinter report was to be for discussion and that a "post-final" report would come to Dallas for Council action.

Eric Moon, who must have been reading his ***Robert's Rules***, pointed out that Mrs. Shepard's motion was out of order since only the first recommendation of ACONDA was on the floor. Some members of Council applauded vigorously at this parliamentary dart. The dart was quickly blunted when Mrs. Shepard switched her motion to the first recommendation on the floor. Mr. Moon shouted from his seat, "I'll second that one, Madam President."

He should know better than to try to have the last word. Madam President shot right back, "Don't go away, Eric."

Allie Beth Martin, nonvoting member, spoke in favor of Mrs. Shepard's move. John Forsman, at-large, wanted it on record and called for a roll-call vote.

William DeJohn urged postponement of the communications proposal because he thought it was not complete enough for consideration. Evelyn Levy, Executive Board, spoke for the recommendation and against the move to postpone. Don Wright, nonvoting, wanted to know much more about the proposal.

Time ran out and Mrs. Bradshaw announced a vote on the roll-call request.

So the communications recommendation was deferred to Dallas and Mrs. Shepard promptly reinstated her move to stop action on the remainder of ACONDA. She pointed out that she was in favor of discussion of the recommendations. David Heron, Executive Board, who was in favor of postponement, pointed out that the time devoted to the first recommendation was mostly procedural and very little to the substance. John Anderson, nonvoting, was against; Robert McClarren, treasurer, was in favor; John Axam, at-large, was worried that if they postponed they would not have time in Dallas.

James Pirie, at-large, would exempt the recommendation to study the structure of ALA (No. 2) from Mrs. Shepard's motion. Eric Moon was against the amendment to the amendment and the original motion as well. He pointed out that Membership had twice advised Council they were in favor of this move and he left fly with, "I don't know how much advice Council needs before it will do anything at all." He sat down and no one volunteered to answer.

Mr. Forsman made his doomed appeal for a roll-call. Mrs. Shepard got in the last word against Mr. Pirie's amendment and it failed. So, all of the ACONDA recommendations were back on the postponement block. June Thurston, Washington State, came on strong against the move: "We continue," she said, "to give ACONDA Herculean tasks to perform and *we* continue to refuse to act on any of the recommendations. I think they would be so discouraged they would all be ready to turn in their badges." Her remarks brought some enthusiastic applause and some elbow nudging among the ACONDA members seated in the front row.

Mr. DeJohn asked if it were possible for Membership to overthrow any action taken by Council. Mrs. Bradshaw agreed that this was a Membership prerogative. Donnell Gaertner, Missouri, spoke against the motion.

Alice Ihrig, ALTA, then read an excerpt from the Conference Arrangements Office article in the January *American Libraries* promoting the Dallas conference, which she interpreted as promising action on the ACONDA report by attendees there.

Arthur Curley, at-large, in moving to end debate remarked, "Don't we all really know that exactly the same thing will happen in Dallas? We will see exactly the same delaying tactics from people who oppose the substance of the motion."

Another doomed roll-call request came from John Forsman. The vote on postponement went to a count of 87 for and 57 opposed.

Mel Voigt, at-large, moved that they not bother to discuss the remainder of the ACONDA report but Council wouldn't go that far. Eric Moon provided a different out when he moved that all action items were to precede any discussions of ACONDA. This was acceptable and swiftly passed, compelling Mrs. Bradshaw to blurt out, "Let me regroup for just a moment."

There should have been at least a flourish of trumpets or the opening strains of the triumphal march from *Aida* as Kenneth Duchac went to the podium to present ANACONDA's recommendations to Council. He had been pretty much consigned to sitting around waiting out the week for Friday to arrive. He waded right into the substance and Council marched forward fearlessly to action. They created a permanent Committee on Planning, reaffirmed the existing program on international relations, and went on record as supporting the Washington Office. All that action wore them out and caused Mr. Duchac to exclaim in wonderment, "My God, I feel like Helen Tuttle."

Having seen all the footprints entering the cave and none coming out, Mr. Duchac warily recommended the creation of an Office of Library Manpower.

Mr. McClarren was the first recognized at the microphone and he moved to postpone action until they had dealt with the reorganization study recommendation of ACONDA which had already been deferred. Mrs. Shepard supported the motion.

John Forsman could be heard rather hoarsely asking for a roll-call vote; Sarah Reed, Library Education Division (LED), wanted the library educators to have more time to react to the proposal. Alice Rusk went nibbling at something that had caught the minds of a few after the Membership meetings. She wanted to know if the ANACONDA recommendations were not really directed to ACONDA for their action.

Virginia Ross opposed postponement. A. P. Marshall, ACONDA, supported postponement. There was no roll call and the postponement carried.

Alice Ihrig pumped some life back into the recommendation for an Office of Library Manpower by moving that a design for the operation be presented to Membership meeting in Dallas. Genevieve Casey read a position statement from LED which called for the continued existence of the Office for Library Education as a separate ALA unit. She said that if it were placed under the Office of Library Manpower it would dilute the Association's commitment to library education and "lead to a conflict of interest."

Wesley Simonton, chairman of the Advisory Committee to the Office for Library Education, offered the views expressed in an earlier Membership meeting of the "inevitable conflict of interest that would result from the combination of library education and training."

Andrew Horn, member of the Committee on Accreditation (COA), spoke only of the concerns of the committee for the future of the Association's accrediting function. He felt that the offer to provide a separate secretariat for the accrediting function would not solve the conflict-of-interest concern.

After all the "opposition to substance" guns had been fired, the Council went back to the process and passed Mrs. Ihrig's motion to seek a model of the Office of Library Manpower.

Elections to the Executive Board were announced with the tally running as follows: Virginia Lacy Jones, 99; Hugh C. Atkinson, 47; John G. Lorenz, 109; Jessie Carney Smith, 58. Mrs. Jones and Mr. Lorenz will assume office at the close of the Dallas conference.

William DeJohn and Arthur Curley sponsored a resolution authored by Clara Jones, director, Detroit Public Library. Mr. DeJohn asked that Mrs. Jones speak to the motion and she explained that her library had discovered an unawareness or indifference on the part of library suppliers to the requirements of the fair employment practices laws as they concern minorities.

"We have been increasingly strict," she said, "in our protest to suppliers who deal with our library. But it occurred to us that this is a larger problem and if all libraries were to make a concerted effort it would be much more effective."

The following policy statement was accepted by Council:

Libraries have generally played a passive role in the application of fair employment practice laws. Many library suppliers are unaware of, or indifferent to, the application of these federal laws. Most libraries do not routinely seek compliance with fair

employment practices from their suppliers. The lives of thousands of people would be benefited by a concerted effort on the part of libraries across the nation to enforce fair employment practices in their business dealings. The profession would thus be a leader instead of a follower. However, before librarians attempt to seek such compliance from suppliers, they will naturally want to be certain that libraries themselves comply with these same statutes at all levels. Libraries will need assistance and guidance in the implementation of procedures to gain compliance with the fair employment practice laws.

We therefore petition Council to instruct the Library Administration Division (1) to guide libraries in the process of soliciting fair employment practice information from their suppliers; (2) to advise libraries on the enforcement of fair employment practice laws in their own employment policies and decisions; (3) to submit an annual report to Association Membership on the status of such actions.

Richard Darling then moved the statement which had won the enthusiastic support of Membership through Lola Johnson Singletary's presentation (see p. 20).

Mr. Berninghausen provided a lengthy (two minutes on the head said Madam President) statement on E. J. Josey's charge that the Intellectual Freedom Committee had erred in its report to Council when it said it had not received information on the violation of Council's policy against publicly funded libraries providing service to private institutions established to circumvent desegregation laws. It turned out to be a misunderstanding of sorts and both parties seemed to be satisfied that no reputations had been damaged beyond repair.

Three new action items were admitted to the agenda. The first came from ASD, and President Peter Hiatt called for distribution of the *Organizational Information* manual to all members and a return of subsequent issues to *American Libraries.*

The requirement calling for placement of *Organizational Information* in *American Libraries* was deleted by floor action. But a commitment to distribute the document to all members prevailed in spite of Mr. Clift's explanation of the staff study and a caution that it was too early to determine the effectiveness of the new approach.

Paul Bartolini brought back the statement on the *Report of the President's Commission on Obscenity and Pornography* which had passed Council two days previously. Attempts were made to redesign the statement to take out references to the reactions of the President and the Senate. The attempt failed because Council understood that the Wednesday statement had been released to the press wires. The motion to reconsider lost. It was an academic little exercise, however, for the statement had not been released to the press wires in Los Angeles.

SRRT asked that state chapters be required to have Intellectual Freedom Committees that were *viable.* Judith Krug, director, Office for Intellectual Freedom, testified that she felt that sixteen of the state IF committees were viable. When asked to define "viable" she declined. The whole suggestion was referred to the Chapter Relations Committee.

Final little announcements at the

close of Council meetings are usually a signal for the stuffing of papers into bags and attaché cases. This process proceeded through the announcement that 2,025 were registered at Midwinter and that Palmer University library school at Long Island, New York, had received accreditation during conference. All action stopped, however, at the announcement of the resignation of Lester Asheim as director of the Office for Library Education. He will return to the University of Chicago as a professor in library science after June 1, 1971.

With champagne corks popping in the background, Sara I. Fenwick, chairman of the Newbery-Caldecott Awards Committee, announced the winners and runners-up for the 1970 awards. Betsy Byars, author of *Summer of the Swans* and winner of the John Newbery Medal, noted when she came to the microphone, "I was speechless when they called me last Tuesday and I'm still speechless." She added that she hoped to recover her voice in time for the awards dinner at Dallas. Gail E. Haley, winner of the Randolph J. Caldecott Medal for illustrating *A Story—A Story*, was about as talkative as Mrs. Byars. Both were charming, however, and we do look forward to hearing more from them at Dallas.

Runners-up in the competition for the Newbery Medal are: Natalie Babbitt, author of *Knee Knock Rise;* Sylvia Louise Engdahl, author of *Enchantress from the Stars;* and Scott O'Dell, author of *Sing Down the Moon.* Caldecott Medal runners-up are: Blair Lent, illustrator of *The Angry Moon;* Arnold Lobel, illustrator and author of *Frog and Toad are Friends;* and Maurice Sendak, illustrator and author of *In the Night Kitchen.* Mr. Sendak was present and obviously pleased even at being a runner-up. He told the group that when librarians go on strike for $20,000 a year, he'll be the first one in the picket line.

Trustees of large metropolitan libraries met for the first time in Los Angeles and laid the groundwork for a permanent organization. The largest delegation in attendance was from the Chicago Public Library, and Ralph Newman, a Chicago Public trustee, was elected chairman of this group.

The consensus of the trustees present was that the large metropolitan library had not been adequately represented in Washington and that one of the major aims of this new organization was to lobby for increased federal financial support for large metropolitan libraries. A significant amount of time was spent discussing whether the group should organize as a round table within ALA, or as a separate organization. The feeling among the persons present was that the organization could be more effective if it were to organize outside of the framework of ALA, though a final decision was not made on this matter. Membership in the organization will be by institutional subscription, and Ralph Newman preliminarily suggested $250 as a base membership fee. A solicitation for members will occur between Midwinter and Dallas, and the formal aspect of launching the organization is scheduled for Dallas.

Most of those on the Chicago Conference Program Committee agreed with ALA President-elect Keith Doms that the '72 ALA meeting should establish a common ground on the theme "multimedia and libraries" to make it worthwhile for all attending. Some possible titles suggested to carry out the theme were: "Libraries in a Multimedia World"; "Communications: Key to Survival"; and "The Multimedia Challenge." For one reason or another, all these titles were rejected in favor of another title, not yet decided upon. But the theme "multimedia and libraries" was generally endorsed by all after a lively discussion.

Mr. Doms offered varied suggestions to carry out the multimedia idea. He recommended inviting a film producer to speak at conference and he mentioned dealing with the concept of intellectual freedom as it relates to nonprint materials. Most committee members accepted these suggestions and worked on some of their own.

Ruth Warncke, deputy executive director, cautioned those present against going overboard with a multimedia presentation for the theme. Instead she suggested that, to avoid overkill, traditional presentations such as panels and lectures be alternated with more unusual programming.

Helen Kinsey, children's book editor for the *Booklist* since 1941, was honored at a special luncheon this Midwinter. The Children's Services Division (CSD) hosted a tribute "to her love and knowledge of books and reading; the warmth of her personal and professional relationships; her professional enthusiasm," with special tributes coming from President Lillian Bradshaw; David H. Clift; Eleanor Ahlers, school librarian; Ann Durell, children's book editor; Edna Vanek, editor, *Booklist;* and Rosemary Livsey, children's librarian. Mary Elizabeth Ledlie, CSD president, presided. Miss Kinsey plans retirement by the end of the year.

Resolutions Adopted by ALA Council

Resolution on the Report of the President's Commission on Obscenity and Pornography (Adopted by the Intellectual Freedom Committee December 2, 1970.)—Whereas the President's Commission on Obscenity and Pornography performed a difficult and historically significant service for the nation by initiating the first broad scientific inquiry into the nature of obscene and pornographic materials and their effect upon users, and Whereas, the commission's efforts resulted in an important body of empirical data which should serve as the basis for sound and continuing evaluation and study of an area of social and legislative concern too long ignored, and Whereas, the U.S. Senate rejected the *Report on Obscenity and Pornography* by a 60 to 5 vote, and the President of the United States said, "I have evaluated that report and categorically reject its morally bankrupt conclusions and major recommendations," be it therefore Resolved, that the American Library Association commends the success of the President's Commission on Obscenity and Pornography for amassing a significant body of empirical evidence in an area of great social concern heretofore excluded as a subject for serious scientific investigation, and be it further Resolved, that the American Library Association urges the Senate and the President of the United States to reconsider their categorical rejection of this significant data and to encourage the dissemination and evaluation of these materials by the citizenry of the United States, and be it further Resolved, that the American Library Association urges all libraries to provide their users with complete access to the *Report of the President's Commission on Obscenity and Pornography* and to the important supportive volumes and critical evaluations of the report and its research in consonance with the library's role in the dissemination of information vital to the communities they serve.

Resolution on Loyalty Investigations (Approved by the Intellectual Freedom Committee June 29, 1970; reaffirmed December 1, 1970)—Whereas a democracy must preserve freedom of thought and expression if it is to survive, and Whereas, loyalty investigations of library employees and of library trustees may create an atmosphere of suspicion and fear and tend to limit intellectual freedom by rendering it hazardous to hold or express other than popular or orthodox views, and Whereas, librarians have a special responsibility to provide information on all sides of controversial issues, but cannot do so if intellectual conformity becomes a factor affecting their employment or tenure, and Whereas, the American Library Association has received evidence that loyalty tests may easily lead to violation of the constitutional rights of library employees and of library trustees, and in some cases already have done so, therefore, be it Resolved, that we, the American Library Association, strongly protest loyalty investigations which inquire into a library employee's thoughts, reading matter, associates, or membership in organizations, unless a particular person's definite actions warrant such investigation. We condemn loyalty oaths as a condition of employment and investigations which permit the discharge of an individual without a fair hearing. We hold that in a fair hearing the accused is furnished a statement of the charges against him, is allowed to see the evidence against him, is given an opportunity to prepare and to present his defense and to question his accusers with the aid of legal counsel, is presumed innocent until proven guilty, and is given the opportunity, if adjudged guilty, of judicial review. We also condemn negative loyalty oaths as a condition of election or appointment of library trustees.

Resolution on Racial and Sexual Parity in Library Staffing—Whereas multiracial, sexually balanced library managements and staffs are at least one hundred years overdue, and Whereas, development of socially responsible library staffs will increase the attractiveness of library employment, and Whereas, sexually and racially balanced library staffs will enhance the quality, relevance, and utilization of library services, particularly by the young, and Whereas, racial and sexual parity are even more urgently needed in a depressed job market, and Whereas, the library profession may achieve racial and sexual parity at all levels in the 1970s, if its leaders and members choose to do so, and Whereas, a minorities recruitment specialist could recruit from universities and colleges attended by students of the various minorities, he could also be valuable as an advocate of federal legislation to help finance library education for minorities recruits and legislation to improve library services to minorities people, and Whereas, a minorities recruitment specialist could also participate in image-changing public relations programs, therefore be it Resolved, that the Council and the Executive Board strive to fulfill the intent of the civil rights and fair employment laws by establishing a position of recruitment specialist on the Association staff, and appoint to this position a librarian possessing extensive knowledge of and direct experience in minority life and culture, and also possessing communication skills which would enable him effectively to recruit young men and women of ethnic and racial minorities to careers in the library profession, and to instruct ACONDA and ANACONDA to take into account this manifestation of the will of the Association in its deliberations and recommendations to Council.

Resolution on Higher Education Act of 1965—Whereas high quality postsecondary education is recognized as an essential element in the development of an informed populace, and Whereas, the creation of new and the further improvement of existing academic libraries is a necessary component in maintaining high quality postsecondary education, and Whereas, Title II-A of the Higher Education Act of 1965 has been of great value in aiding small and large academic libraries to improve the quality and quantity of resources available to students and faculty, and Whereas, Title II-B of said act has been of great benefit in preparing graduate school faculty and graduate librarians to serve the public in all types of libraries and has provided opportunities for continuing education through institutes and has further supported research efforts of significance to the development of library service, and Whereas, Title II-C of said act has assisted in the speedy and relatively inexpensive dissemination of bibliographic information to research libraries, and Whereas, other titles under this act are of significant usefulness to libraries in institutions of higher education, now, therefore, do we, the American Library Association, urge the 92nd Congress to enact promptly, with appropriate improvement, a five-year extension of the Higher Education Act of 1965, so that the various publics served by academic libraries and by the librarians trained under this act may continue to receive the benefits of improved library service through the provisions of the law, scheduled to expire June 30, 1971.

Resolution on Compliance with Fair Employment Practices—Libraries have generally played a passive role in the application of fair employment practice laws. Many library suppliers are unaware of, or indifferent to, the application of these federal laws. Most libraries do not routinely seek compliance with fair employment practices from their suppliers. The lives of thousands of people would be benefited by a concerted effort on the part of libraries across the nation to enforce fair employment practices in their business dealings. The profession would thus be a leader instead of a follower. However, before librarians attempt to seek such compliance from suppliers, they will naturally want to be certain that libraries themselves comply with these same statutes at all levels. Libraries will need assistance and guidance in the implementation of procedures to gain compliance with the fair employment practice laws.

We therefore petition Council to instruct the Library Administration Division: (1) to guide libraries in the process of soliciting fair employment practice information from their suppliers; (2) to advise libraries on the enforcement of fair employment practice laws in their own employment policies and decisions; (3) to submit an annual report to Association Membership on the status of such actions.

Unit Activity

School Librarians

For some the focus of attention was the Biltmore Bowl as the site for Membership and Council meetings. For many others it was the business of the divisions and committees that received their attention. For instance, the American Association of School Librarians (AASL) sent a resolution off to ACONDA stating their support for the federation approach to restructuring the ALA. Their self-study program evolved a new statement of purpose which will be presented to the Membership at Dallas for adoption. The purpose statement is in three parts; individual members, profession, and society.

Paul Douglass West, superintendent of Fulton County (Georgia) School System, is the recipient of the 1971 Distinguished Library Service Award for School Administrators. He will be the speaker at the AASL luncheon at the Dallas Conference.

Finalists in the Encyclopaedia Britannica School Library Awards were announced by the AASL advisory committee: Cedar Rapids (Iowa) Community Schools; Leflore County (Mississippi) School District; Lenoir County (North Carolina) Schools; Oakland (California) Unified School District; Paramus (New Jersey) School System; and the School District of Philadelphia. The top three awards will be announced prior to the Dallas Conference.

The board of AASL is considering ways of strengthening and expanding the work of the Student Assistants Committee to provide greater involvement and stronger emphasis on student leadership and recruitment at the high school level. The strengthening of communications to develop a more vital delegate assembly occupied some of the board's planning for Dallas. The editorial policy on the division periodical, *School Libraries*, was changed to give the editor and the editorial committee full prerogative as to content. The magazine plans to go to subscription status in the fall.

Library Books and Minority Groups

David Cohen's Committee on the Treatment of Minority Groups in Library Books and Other Instructional Materials continued its action in Los Angeles. The original charge to this committee from the AASL Board was "to study and recommend some positive and concrete activities which may be initiated and sponsored by AASL to communicate to publishers what is appropriate in books and other instructional materials to reflect positive treatment of minorities." Out of this committee meeting came two resolutions that received approval from the AASL Board. The first approved resolution concerned the responsibilities of publishers, producers, editors, and reviewers "to make a special effort to involve more writers and illustrators from various ethnic backgrounds in the production of . . . materials [about minority groups]."

The second resolution was that "AASL make available to publishers names of resource consultants qualified to review manuscripts, and/or evaluate materials in terms of their relevant ethnic experience."

This committee also planned a program for Dallas in the form of three workshops, relating to blacks, American Indians, Mexican-Americans, and Puerto Ricans. However, no money is available for this program so volunteers are needed. Lucia James's subcommittee is responsible for planning and executing the program.

State Library Agencies

Operating at last under a new name and broader possibilities for expansion of activities, the Association of State Library Agencies Board put in a busy week at Midwinter: (1) A plan to prepare a directory of the Interlibrary Loan Policies collected from important resource libraries was approved and it is hoped that such a document will save money and valuable time lost from requests made in violation of the lending policy of a library; (2) A recommendation was forwarded to the ALA Executive Board asking for a procedure requiring any resolution concerning the U.S. President or the Congress to be processed through the Committee on Legislation prior to presentation to Council; (3) A committee was appointed to prepare and send a questionnaire to state agencies, collecting data on LSCA programs to be used by the Washington Office. (The ASLA Planning Committee reports it is working on a revised data collecting program for *Book of the States and Statistical Information*); (4) The circulation among the membership of guidelines for action on minority group careers in libraries was approved for study and reaction; (5) A proposal for a train-the-trainer type of continuing education for state supervisors and consultants was supported; (6) Steps were taken to form discussion groups within the division, providing informal groups centered on a common interest with the ability to forward recommendations to the division board and the new statement of responsibilities for the newly named Association of State Library Agencies was promulgated as follows:

> The Association of State Library Agencies is interested in the development and coordination of library resources and services of all types of libraries. Its responsibility covers these functions and services relating to statewide library development and those pertaining to library services performed at the state level, including specialized book and information resources and services in support of the work of state government.
>
> ASLA has specific responsibility for the following:
>
> (1) Planning of programs of study and policy for the development of total library service on a statewide basis, emphasizing coordination and interdependence of all types of libraries in patterns designed to foster improved user services, including supportive library education programs.
>
> (2) Establishment, evaluation, and promotion of standards for state library agencies.
>
> (3) Coordination of the activities of units within ALA that have a bearing on state library agency functions.

(4) Representation and interpretation of the role, functions, and services of state library agencies within and outside the profession, including contact with national organizations and government agencies.

(5) Stimulation of professional growth of state library personnel and of their participation in other appropriate divisions, and encouragement of librarians in public, college, school, and other state government agencies to participate in ASLA activities in order to work toward effective coordination of library resources and services.

(6) In matters affecting state library agencies, the development of policies, studies, and activities relating to: (a) state library legislation; (b) state grants-in-aid and appropriations; and (c) relationship of state to federal and local government; such activities to be carried on in cooperation with other appropriate ALA units.

(7) Conduct activities for the improvement and extension of the services of state library agencies (when such projects are beyond the scope of a type-of-activity division) after specific approval of the American Library Association Council.

Public Library Association

The PLA Board supported, in principle, the establishment of the proposed Legislative Assembly, as did many of the ALA divisions. However, PLA did not want its delegate to the assembly to be a voting member.

The *PLA Newsletter* was discussed and possible alternatives to this publication will be explored and considered by the board at Dallas.

Top priority was given to establishing a study of the definition of library terms in current usage in the public library field.

An ad hoc committee is to be appointed to study the *Report of the Commissioner of Education's Committee on Library Development of New York* on implications for public library service and the progress of studies arising from the report.

The board supported the ACONDA recommendation that an impartial consultant be hired to provide a plan of reorganization for ALA and expressed the concern that the expertise of the members of ACONDA and ANACONDA and appropriate ALA staff be drawn upon as the proposal is developed.

Resources and Technical Services

The RTSD Board urged ALA Publishing Services to adopt and adhere to the American National Standards Institute's *Standard for Periodicals; Format and Arrangement* (Z39.1-1967) in the publication of all periodicals issued by the Association.

The board urged the R. R. Bowker Company to continue the three-year base for library materials indexes rather than the one-year base under consideration.

The RTSD Book Catalogs Committee will review a draft statement on the considerations applicable to the formulation, production, and issuance of book catalogs which represent library collections or parts of library collections. An introduction would develop the all-important factor of use and purpose of a book catalog as determining factors in design. Other major aspects to be treated include methodologies of production, typography and format, physical characteristics, bibliographic characteristics, and costs.

Library Technology Program

Only one item appeared on the LTP Advisory Committee agenda—program budgeting.

The committee had already reaffirmed the program of the LTP and considered its priorities. Proposed budgeting for the next fiscal year and years following received the greatest attention. In planning for its appearance at a COPES budget hearing, the committee stated its concern for the lack of long-range financial planning and the need for some "in principle" decisions on LTP's continuation. Further, the committee stated that the amount of nonresearch costs of LTP are approximately a quarter of a million dollars per year, of which 78 percent is furnished to LTP directly. Forty-four thousand dollars was represented as ALA's cash disbursement for LTP. Of that $44,000 the "net worth" of LTP and "other income" not credited to its account (but to general funds) amounts to around $23,000, leaving ALA's cash support to LTP at around $21,000. The committee took note of the fact that the term "self-support" of LTP had been misused, that the meaning of the term is "the sources of support outside of the Council on Library Resources." The committee also noted that money intended for purchase of research to further improve *Library Technology Reports* is, during the current fiscal year, being utilized to support the administration of LTP.

Children's Services Division

Scott O'Dell, author, and Evaline Ness, illustrator, were selected by the Hans Christian Andersen Award Committee as U.S. nominees for 1972. E. B. White's *Trumpet of the Swan* was selected for the Honors List. Mary Orvig, director of the Swedish Children's Book Institute, has been named Arbuthnot Honor Lecturer in 1972.

The Committee on Library Service to Exceptional Children has broadened its scope to include the gifted child, in accordance with the high priority given this area at the recent White House Conference on Children. In the same vein, the Committee on Library Service to the Disadvantaged Child used that conference as a basis for concentrating its efforts on a project in support of day care centers, encouraging libraries to contact such centers and assist in the development of services. A brochure for communication with the various day care agencies is also planned.

The CSD Board considered the ACONDA report and sent a statement to ACONDA expressing general accord with the spirit of change implied in the two reports.

CSD discussion groups began organizing at the Los Angeles Meeting and plan to meet again in Dallas. The special areas of concern were "specialists in children's literature in charge of centers for adult reference and research," and "librarians who teach children's literature."

Final approval was given to the procedure for selecting four children's librarians to be assisted by a special award from Charles Scribner's Sons enabling them to attend their first ALA Conference in Dallas. Two school and two public librarians are to be selected.

The Children's Services Division also held for the very first time an informational meeting for all attending Midwinter. Members of the board were introduced and sixteen committee chairmen reported on their activities.

Young Adult Services Division

The YASD Board announced that *Top of the News* is to be available by subscription beginning with the November 1971 issue. The board also announced that two committees were discontinued—the Slides Project Committee and the Library Service to the Disadvantaged Youth Committee. The board approved a plan to publish an initial buying list similar to "Books for Junior College Libraries" for secondary school libraries. A statement of the board's position was forwarded to the Publishing Services' Editorial Committee.

The board expressed its support to ACONDA for its recommendation that a study of ALA reorganization be made by a consultant. The board expressed a concern, however, that the reorganization include proper representation of the interests of those professionals dedicated to servicing the needs of young adults.

The Research Committee has announced that they are beginning a "state of the art" study of young adult library services.

Association of Hospital and Institution Libraries

AHIL's Board found themselves facing change from two quarters at the Midwinter Meeting. One came from the field where a growing emphasis on community-based programs for the physically and socially handicapped is causing a reevaluation of the division's structure, goals, mission, and program. ACONDA, of course, is the other agent of change involved. The Research Committee was assigned to survey trends in health and welfare services and to interpret its findings in terms of the implication for AHIL-related library services. The Committee on Organization was assigned to review and evaluate the division's structure, program, etc.

In other business, Joanne Crispen, editor, requested and was granted permission to use two issues of the *Quarterly* for in-depth analysis of subjects especially interesting to AHIL members.

Margaret C. Hannigan reported on the development of Library Standards for Facilities for the Mentally Retarded. When adopted, the standards will be a section of "Standards for Residential Facilities for the Mentally Retarded," and will be used in a national volunteer program of accreditation. This first comprehensive statement of standards is especially significant because this work was developed in two days' time.

Adult Services and Reference Services Divisions

The big news here is the proposed merger of these two divisions. Both boards have agreed to the merger in principle, and are awaiting the decision of the division's membership.

Bernard Fry of Indiana University presented ***A Research Design for a Comprehensive Study of the Use, Bibliographic Control and Distribution of Government Publications*** for which the University will seek USOE funding. RSD will do what it can (in cooperation with RTSD) to assist in implementation of the project.

The Adult Services Board approved the establishment of a joint ad hoc ASD-YASD Cooperation Committee to identify areas of mutual concern and make recommendations regarding the need for a standing committee to the respective boards.

Advisory Committee to the Office for Recruitment

Using the successful recruitment program developed by the Los Angeles Public and County Library Systems for reaching Mexican-Americans, a proposal for the J. Morris Jones-World Book Encyclopedia-ALA Goals Award was completed. Also, the advisory committee forwarded a resolution to the Legislation Committee in support of the extension of the Higher Education Act with the proviso that funds for training under Title II-B be divided equally between scholarships for minorities and for institutes.

Plans were also developed for the Minority Recruitment Preconference to be held in Dallas, June 17–19, 1971. It will be cosponsored by the SRRT Task Force on Recruitment of Minorities.

A new recruitment brochure and poster were introduced and plans are under way for distribution. In addition, a pilot trainee program for selective recruitment is being discussed.

Information Science and Automation Division

Frederick G. Kilgour, editor of the *Journal of Library Automation* since its debut in 1968, has resigned effective with the completion of the volume in December of this year, and a successor will be named before the Dallas Conference.

ISAD personal members will be able to secure *Information Science Abstracts* at a rate reserved for members of cosponsors of the service. ISAD will mail questionnaires to all libraries in order to develop a Library Computer Program Inventory.

ISAD's Conference Planning Committee approved the organization of not more than four in-depth workshops organized around specific automation topics for the 1971–72 fiscal year. Subject areas which might be covered include circulation, serials, catalog cards, and book catalogs; acquisitions and accounting; indexing, data bases, and related reference applications; and telecommunications networks and other technological developments. Russell Shank, chairman, will assign selected topics to ad hoc groups for development and presentation. All of the workshops will most likely be held in New York City.

The institutes and tutorials previously offered by ISAD have emphasized the beginning level in order to introduce librarians to automation concepts. No basic tutorials or MARC II Institutes will be scheduled after September 1971. There will be a MARC II Institute in Los Angeles, March 15–16 ($50); an Automation Tutorial at Elgin (Illinois) Public Library, March 25–26 ($50); A MARC II Institute at the Barbizon-Plaza, New York City, April 15–16 ($50); and a workshop in Administration and Management at MIT Endicott House, Dedham, Massachusetts, May 13–15 ($135).

Library Administration Division

Guidelines for Using Volunteers in Libraries was adopted by the LAD Board and a copy is available from the LAD office at Chicago Headquarters. It will also appear as an LAD report in the April *American Libraries.*

Job performance evaluations will be the subject of a special LAD program at the Dallas Conference. The program "The Rates and the Rated" includes information about types of ratings, problems and pitfalls, and the viewpoints of raters and ratees. It is scheduled for Friday, June 25.

The LAD Board requested that LAD, Library Education Division (LED), and the Office for Recruitment (OFR) Headquarters staff continue their exploration and planning for a manpower library survey to answer the need for information about current and near future needs, geographic and subject needs, types of positions and skills, ratios of staff, salaries, mobility patterns, and related manpower problems. The LAD Library Organization and Management Section Statistics Committee for Library Education forwarded a statement to the LAD and LED boards urging a continuing inventory of manpower needs and emphasizing the need for reliable data relative to library manpower projects.

Other LAD programs at Dallas will be a preconference institute "Dollar Decisions" (June 17-19) sponsored by the Committee on Budgeting, Accounting, and Costs. The Library Insurance Committee is planning a program "Are You Prepared if Your Library is Destroyed?" The Circulation Services Section will present a program on three computerized circulations systems (two academic and one public). Planning libraries for media services and audiovisual space and equipment concerns will be offered by the Building and Equipment Section. Human relations in public relations programs will be the focus of the Public Relations Section.

Audiovisual Committee

The main thrust of the meeting was in seeking to outline the needs and budgetary requirements for an Office on Nonprint Materials. In addition, the committee decided to solicit petitions from the membership for the formation of such an office. Interested members should contact Chairman Richard Ducote, Instructional Resources Center, College of DuPage, Glen Ellyn, IL 60137.

Library Education Division

Vitally concerned with the coming extension of the Higher Education Act of 1965, the Board of Directors of the Library Education Division voted that LED go on record as urging strongly that the program of professional, graduate level library education and training under HEA Title II-B be continued, with explicit provision for fellowships, scholarships, and continuing education, with greatly increased funding and provision for adequate support for participants and institutions in all three phases of the program.

The LED Board passed a resolution that ALA continue its strong commitment to library education by maintaining the Office for Library Education as a separate unit of the Association, and that the OLE's programs and activities not be subsumed under an Office for Library Manpower responsible also for the personal welfare of librarians. The board believes that the current ANACONDA recommendations, if implemented, would dilute the Association's concern for library education and would lead to a conflict of interest.

In other actions, the LED Board: (1) authorized the appointment of an ad hoc committee to study the implications of the ALA policy on Library Education and Manpower for the educational preparation of the library associate level of personnel; (2) voted to suspend activities of the RTSD/LED Interdivisional Committee until such time as financial support for the library school traveling fellowship in the technical services program becomes available; (3) accepted the report of the ASL-LED Interdivisional Committee on Education for State Library Personnel and recommended that an appropriate agency undertake the pilot continuing education program for representatives of state libraries outlined in the report; (4) authorized the LED International Library School Committee to proceed with the design of an internationally based library school program; (5) resolved, in response to a resolution from the SRRT Task Force for the Recruitment of Minorities, to inquire into the need for providing greater assistance in working toward ALA accreditation to developing library education programs in black universities; and (6) voted to authorize the LED Discussion Group to cosponsor with the Emory University Division of Librarianship an institute for librarians of graduate library school collections.

And finally, what will they find?

The Junior Members Round Table (JMRT) New Librarian's Employment Expectations and Realizations Committee met at Midwinter, chaired by Wilfred West. This committee plans a survey of new librarians—graduates from June 1969 to January 1971 — with a two-directional approach: (1) a statistical compilation; and (2) individual librarian interviews, with an additional subject group consisting of fifty library students selected to attend the Dallas Conference with the assistance of the J. Morris Jones-World Book Encyclopedia-ALA Goals Award, for further "interviews on expectations." A lot of time and effort will go into this survey, but the important questions to be answered will only materialize after the survey results are compiled—questions such as if there is such a problem, what is JMRT going to do about the dissatisfied new librarian? The survey forms will be finalized by Dallas, with minor corrections to be made there; the fifty interviews will occur at Dallas; and the questionnaires will go out immediately thereafter. All raw data is expected to be ready for Chicago Midwinter 1972, and by the Chicago Annual Conference all interpretations will have been done. The chairman, Wilfred West, is proud that this JMRT Committee can complete this ambitious survey for under $3500 and in one-and-a-half years.

ANNUAL CONFERENCE

Dallas
June 20-26, 1971

Membership

When Membership convened in Dallas it benefited from a schedule largely cleared of ACONDA and ANACONDA business as a result of its meeting at Midwinter in 1971. Only one item was not included on the approved agenda—an endorsement of the "people's peace treaty." President Bradshaw read a brief statement on the final report of ACONDA and ANACONDA and proceeded to the first agenda item submitted by Christopher B. Devan. It called for a policy statement from ALA which would oppose professional librarians' serving on library boards of trustees. After discussion, the resolution was tabled.

The *New York Times*' publication of the "Pentagon Papers" brought the issue of freedom of the press to Membership's consideration (see p. 83 for the full text of the resolution). Introduced by Ilse Moon, the resolution called upon ALA, in accordance with its declared policy on intellectual freedom, to voice full public support of the principle of freedom of the press and the right of the *Times* and other newspapers to keep the American people informed of their government's actions. The resolution was passed, later to be combined by Council with an Intellectual Freedom Committee (IFC) resolution.

In support of a Minorities Recruitment Program, Jean-Anne South presented the following resolution:

Whereas, the full sum of $50,000 which had been set aside to implement ACONDA priorities was not used last year, and Whereas, the minority recruitment specialist was one of the ACONDA priorities unanimously approved by Council, be it Resolved, that $22,000 from the balance of the ACONDA contingency fund be used to implement the Minorities Recruitment Program.

After Miss South explained that the sum of $22,000 was intended for salary *and* program support of this position, the resolution passed.

Zoia Horn, a librarian from Bucknell University, presented a resolution on behalf of herself and Patricia Rom (see p. 83 for the complete text) which urged that (1) the ALA Membership recognize the danger to intellectual freedom presented by government-sponsored spying in libraries; (2) ALA go on record against the use of the grand jury procedure to intimidate anti-Vietnam war activists and people seeking justice for minority communities; (3) ALA deplore and go on record against the use of the Conspiracy Act of 1968 as a weapon against the citizens of this country who are being indicted for such overt acts as meeting, telephoning, discussing alternative methods of bringing about change, and writing letters; (4) ALA Membership assert the confidentiality of the professional relationships of librarians to the people they serve and that these relationships be respected in the same manner as medical doctors to their patients, lawyers to their clients, and priests to the people they serve; and (5) ALA assert that it is expected that no librarian would lend himself to a role as informant by voluntarily revealing circulation records or identifying patrons and their reading habits.

Zoia Horn and Patricia Rom were subpoenaed by a federal grand jury as witnesses in the "Harrisburg 8" conspiracy case in which Father Daniel Berrigan and others were indicted. The government's chief witness in the proceedings was an employee in the Bucknell University Library while a released-time prisoner from the Federal Penitentiary in Lewisburg, and it was apparently in connection with his employment in the library that Zoia Horn and Patricia Rom were subpoened.

Learned Bulman was defeated in his effort to amend the resolution by striking sections 1 through 3 from consideration. William Dix, past president, urged that additional time be spent so that all of the facts might be known. Hearing no objections, President Bradshaw waived the "three-minute" rule, and allowed Zoia Horn and Patricia Rom to present the details of their involvement with the Berrigan grand jury investigation. Final action on the resolution was deferred to the second Membership meeting. At that time, the resolution, slightly amended, was passed.

The ratification of the Constitution and Bylaws amendments caused a flurry of concern. Arthur Curley attempted to restore unsuccessfully the original language of Article I, Section 3 (b) printed in the May issue of *American Libraries* (p. 530). Considerable discussion followed on the number of members required to nominate councilors from divisions, and the final resolution required that those nominating councilors from divisions must themselves be divisional members.

After Constitution and Bylaw ratification, John Beard presented an information report on current academic status of New Jersey State College librarians. The plight of academic librarians in New Jersey has been widely discussed in the library press, and Dr. Beard reported that the New Jersey State Librarians' Advisory Committee has retained legal counsel to pursue through the courts restoration of the librarians' academic status. A lengthy and expensive legal battle is anticipated, and New Jersey college librarians sought voluntary financial support from ALA members in Dallas.

Vietnam had been a heatedly debated topic since the Atlantic City Membership meeting, and it once again became an issue in Dallas. Pamela A. Wood and Barbara Wendell offered the following resolution:

> Whereas, the stated objective of the American Library Association is the promotion and improvement of library service and librarianship, and Whereas, continued and improved library service to the American public requires sustained support from the public monies, and Whereas, the continuing U.S. involvement in the conflict in Southeast Asia has so distorted our national priorities as to reduce substantially the funds appropriated for educational purposes, including support for library services to the American people, and

> Whereas, continued commitment of U.S. arms, troops, and other military support has not contributed to the solution of this conflict, be it therefore Resolved, that the American Library Association call upon the president of the United States to take immediately those steps necessary to terminate all U.S. military involvement in the present conflict in Southeast Asia by December 31, 1971, and to insure the reallocation of national resources to meet pressing domestic needs.

In support of the resolution, Pamela Wood offered the following brief statement:

> I don't feel it's necessary to expound at great length upon the tragedy of this war. We are all only too aware of the facts and feelings involved in this crisis, and a prolonged political or emotional debate is not likely to shed any more light. Let me say simply that at Detroit, Membership and Council approved the ACONDA recommendation on the willingness of the American Library Association to take a position on current critical issues which have a clear relationship to libraries and library service. The Southeast Asian conflict is certainly a current critical issue and I believe there is a clear relationship between its prolonged draining of our national resources and the recent cuts in important domestic programs, including both federal and local spending for library service. I believe our social responsibility and our professional interests are clear and I therefore urge that the association adopt this resolution.

The classic response to this resolution was presented by Ervin Gaines who opposed the resolution "because it is not germane to our work as librarians." After considerable discussion in support of the resolution, the question was voted upon and the resolution passed.

Israel Fishman, SRRT Task Force on Gay Liberation, offered this resolution:

> Whereas, at least between 4 and 10 percent of the population leads a same-sex life style, and Whereas, gay people suffer arbitrary discrimination in employment and housing when their interpersonal orientation becomes known, and Whereas, the struggle of gay people to liberate themselves from arbitrary discrimination poses for librarians problems similar to those of other oppressed minorities, therefore be it Resolved, the American Library Association adopts the following statement of position. "The American Library Association recognizes that there exist minorities which are not ethnic in nature but which suffer oppression. The association recommends that libraries and members not restrict endeavors on minority issues to ethnic minorities."

Considerable discussion followed, and the resolution was passed after Eric Moon proposed a rewording of the final sentence: "The association recommends that libraries and members strenuously combat discrimination in service to and employment of individuals from all minority groups, whether the distinguishing characteristics of the minority be ethnic, sexual, religious, or any other kind."

At this point, Membership again considered the resolution on the Southeast Asian conflict. This time Membership wanted assurance that the text of the resolution would be sent to national news media and government officials even if Council did not take action. A great deal of discussion took place on the merit of this injunction, which in its final form instructed ALA's executive director to issue a release within one day of the close of the Dallas meeting to the national and library press, as well as to Congress and the president, stating that the resolution against U.S. military involvement in Southeast Asia had been passed by Membership. When finally voted upon, the motion was defeated 534 to 484 in a standing vote.

The ALA Coordinating Committee on Library Service to the Disadvantaged presented a resolution instructing Council to reaffirm its support for the establishment of an ALA Office for Library Service to the Disadvantaged (see p. 84 for the complete text) and to recommend to the Executive Board that this office be funded in the 1971-72 budget. Committee Chairman Vincent Aceto accepted Israel Fishman's suggestion that the title of the office be changed to Office for Library Service to the Disadvantaged and Unserved, and the resolution passed after endorsements from several members.

COPES was the object of a JMRT resolution strongly supported by Membership. The resolution censured COPES for its failure to fund association priorities established last June in Detroit:

> Whereas COPES has disregarded the clear mandate of the ALA Membership given at the Detroit Conference, June 1970, for establishing priorities in the ALA budget, the Junior Members Round Table of ALA censures the failure of COPES to budget these mandated priorities and demands that these priorities be funded as requested, especially the Office for Intellectual Freedom, Service to the Disadvantaged and Unserved, and the Office for Research. Therefore be it Resolved, the Membership of ALA censures COPES for failing to recommend an ALA budget which reflects the association priorities as mandated.

The censure resolution generated considerable discussion and provided Mel Voigt an opportunity to repeat the gist of his statement, made at the Budget Assembly.

> At the Budget Assembly meeting on Saturday I made a statement in which I pointed out that nearly a million dollars of this association's funds are used for what's labeled accounting service and business expense, general services, data processing, membership and subscription records. . . . I've been told by a number of persons that I actually left out a great deal of money that could have been included there, that it's well over a million dollars, that there's about six hundred thousand dollars in personnel that is being utilized for the fiscal management of this association, for membership records, for the running of the computer, and things of this sort. It seems to me that as members of the association we should object strongly when over half of the money we are paying in our dues is going to run this large operation at Headquarters. It seems to me there is plenty of money there. I realize again we can't just automatically turn it off, but it seems to me that it is the responsibility of the Executive Board, as it was the responsibility of COPES which refused to respond to it, to see that over a period of time, within the next year, that this massive amount of activity of ALA which is unproductive and which is not related to program, be cut back, and that we get back to doing things members have wanted to do, and I strongly urge the passage of this resolution.

After hearing from Roberta Young, AASL president, Charles Reid moved that the previous question be considered, and Membership voted affirmatively to censure COPES.

The third Membership session opened with consideration of ANACONDA's recommendation to create an Office of Library Manpower, and an outline of an ALA Manpower Office was presented by David Clift, executive director. Mr. Clift submitted this design in accordance with the instruction of Membership at the 1971 Midwinter Meeting, and several library educators criticized combining education and manpower into one office. Despite the criticism, Membership resisted amending this proposal and adopted ANACONDA's first recommendation, thus completing Membership's action on ACONDA and ANACONDA proposals.

David Weill presented, on behalf of SRRT Action Council, a recommendation for consideration, in the proposed study of ALA's reorganization:

Proposal for the Organizational Structure and Functioning of the American Library Association

I. The new Constitution and Bylaws of ALA will be based on the following principles:

A. All divisions, chapters, round tables, standing committees, and executive boards are hereby abolished. Personal membership in ALA will henceforth mean that one has joined the total library community, and has put aside parochial concerns.

B. All activities of the association will be action programs which must further the policies of the association as determined by membership, and communicated by a full-time paid clearinghouse composed of elected members, working from ALA Headquarters.

C. Groups may form at will to carry out projects. Funds and Headquarters staff will be apportioned for these groups on the basis of the priority relationship of proposed projects to membership-determined policies. Groups carrying out significant projects may elect ALA staff members to support these projects. Projects will be funded for up to two years. At the end of this period additional funding, if requested, must be approved by Council. At any time in the process, a majority vote of Membership can overturn decisions of Council.

D. The executive director and the Council shall all be elected by the membership. Volunteers for all these administrative and legislative positions will nominate themselves. The Council will coordinate the procedural functioning of the association and act on requests for funding following policies laid down by Membership but shall not itself make policy. Committees of the Council will oversee such ongoing services as finance, budget, and publishing. The executive director will coordinate procedural functioning of Headquarters staff, with advice and consent of Council.

Membership's concern was identified by Robert Sheridan:

It seems to me what we are really talking about tonight is that perhaps we should have some input to Council about Membership's feeling on the two alternatives which ACONDA has proposed to the Council. ACONDA, as I recall, has suggested that there should be a study of the structure of the association, and that study should either be done by the new executive director with guidance and assistance from staff and perhaps from an outside consultant, or by a hired consultant . . . with guidance from the new executive director and from staff. It seems to me these are two very different kinds of proposals . . . and it is my feeling that Membership tonight should have an opportunity to express itself on these two alternatives. . . . I think it would also be quite appropriate for the Membership meeting convened tonight not only to consider the two alternatives that were suggested by ACONDA, but also consider the alternative that there be no study of any kind.

A straw vote, therefore, was conducted with the following results: (1) study conducted by executive director—9 in favor; (2) study conducted by a skilled consultant—399 in favor; (3) reorganization as proposed by SRRT Action Council (section D)—57 in favor. A straw vote on whether a study should be commissioned at all showed 348 for, 194 against. A final resolution introduced by Susan Kutscher Terauds and Len Radoff implementing the restructuring and reorganization of Council proved unnecessary, since the Executive Board had considered this topic in an afternoon meeting with the chairman of the Constitution and Bylaws Committee, and had decided that such restructuring was possible with the 1972 election.

At the opening of the fourth Membership session, Jean-Anne South requested clarification of the word "censure" as used in the JMRT resolution censuring COPES and offered to read the definition. After the reading, Eric Moon replied, "Mr. Chairman, this is a body of librarians, and I do not really believe we need readings from the dictionary in order to tell us how to understand words. The Membership body of this association censured COPES for very good reasons. We know what we mean by censure and so do you and so does COPES. And it sticks."

Joslyn Williams next introduced a resolution concerning fair employment practices and the Library of Congress (see p. 85 for complete text). In support of his resolution, Mr. Williams offered the following statement:

Yesterday at the Library of Congress, a group of forty-one employees left their respective stations and gathered in the Reading Room of the Library of Congress. During the course of the day, they were joined by other employees and at some points there were as many as two hundred employees gathered in that particular area. The Librarian of Congress reacted by issuing a directive ordering the employees to return to their stations. A group of employees failed to carry out or to heed this directive. The librarian responded by suspending those employees, pending investigation leading possibly to their dismissal from the Library of Congress.

The events that took place yesterday are symptomatic of the problem which is currently taking place at the Library of Congress. The reaction of the Librarian is also symptomatic of the attitudes of the administration of the Library of Congress towards the problem. I do not care to discuss the merit of the actions of these particular employees except to say that these were acts of desperation. They were acts by a group of employees frustrated about the present conditions of the Library of Congress. These were not destructive employees, products of a permissive society. They were products of a condition which presently prevails, not only in the Library of Congress, but throughout the land. The mere fact that I am here indicates that there are those within the Library of Congress who prefer to still operate within the system that exists, at least give it a chance. We hope the system will be responsive; we hope the library will be responsive. If it is not, then these employees must look elsewhere for remedy.

For years black employees have tried to make the Library of Congress aware of their concern over the inequities in hiring, training, and promotion. There have been many instances in the annals of the Library of Congress where white youths have entered library employment directly from high school and in a few months were promoted to a higher grade, while on the other hand blacks entering the library, even though they may have had college training and a degree, remain in the same grade for years.

In the lowest job classification at the library, called GS 1 through 4, (four- to six-thousand-dollar category) only one in every three white employees remains in the same grade beyond Step 4 for over four years before he's either promoted or leaves the library. But one of every two black employees remains in the grade longer than four years. This fact exists despite the relative equal educational qualifications they have in common.

Example: In 1967, twelve individuals, six white, six black, entered the Library of Congress at the same time, at the GS 3 level, $5,524 presently. Four still remain in the same grade, and you can guess who those four are. Yes, you are right, they are all blacks. Three are at the GS 4 level; one is black, the other two are white. One is at the GS 5 level—white, and one at the GS 7 level—he is also white. One white left the library. . . . The blacks in the GS 3 category are all above the Step 4 level and these were all automatic increases—duty or length of service. Of 559 blacks in the GS 1 through 4 category, 70 percent of them have been there longer than four years. Of 170 whites in this same category, 31 percent have been in that particular grade longer than four years. A further example: In 1951, a particular employee entered the service of the Library of Congress. This particular employee entered with a B.A., an M.A., Fulbright Scholarship, Rockefeller. The particular individual entered at the [Step] 5 of the GS 5 level and remained there several years while other whites entered and passed. Further example in the annals of this particular individual: This particular individual applied on several occasions for jobs open with the Library of Congress. In one instance, she was told that she lacked the language qualification, yet within a few weeks a white was appointed who also lacked the language qualification and was given a chance to remedy that defect by the library.

In-service training opportunities which will enable blacks to qualify for higher paying positions are for the most part unavailable to them. While other federal government agencies are moving toward a program of positive action in training of its employees to provide them with upward mobility, the Library of Congress maintains that it is not the policy of the library to train an employee for the purpose of advancement. The inability to gain additional experience has nullified the efforts blacks have made to secure advancement and better positions, because of the peculiar wording of the requirements listed in job posting. The words of these peculiar job postings have worked a hardship on the library employees. The *Library of Congress Information Bulletin* dated June 10, 1971, carries a survey conducted by the Library of Congress with respect to minority hiring in the Library of Congress. This survey indicates that 38 percent of the library employees are blacks. The library maintains that it, in this particular area, is way ahead of many of the agencies. My answer is axiomatic: that black employment within the agency does not necessarily, because it happens to consist of 38 percent, make this relevant to employment practices.

Blacks at the library are not impressed with the comparison with blacks of other agencies. It is like comparing the progress of Mississippi with the progress of Alabama in the field of civil rights. Complaints of blacks, Mr. Chairman, regarding library policies have been answered with continued reference to the lack of qualified blacks to fill higher classified positions. However, the records indicate, especially the recruitment record, that the library has not conducted a policy of recruiting blacks throughout the country. In conclusion, Mr. Chairman, may

I just say, I am not here to ask this body to censure, indict, or condemn the Library of Congress. I am simply asking this body to communicate with these individuals who belong to this particular profession and warn them of the symptoms which are present in the Library of Congress. I ask you, the library is presently going through a crisis; it is a sickness; discrimination is a wanton waste of manpower resources. I ask you to take and use your influence with the Library of Congress. It needs it; I repeat, *it needs it*. Do not, at this particular moment, for its sake and your sake, do not at this particular moment fail that institution.

At the request of Robert Rogers, Deputy Librarian of Congress John Lorenz offered his comments.

The Library of Congress has a very well-established fair employment practice policy. We have four fair employment practice officers in the library since 1962; three of these are black, one is white. Any employee of the library who feels he is discriminated against, has every right, and many, many do bring their cases to these fair employment practice officers. They investigate these complaints fully, and report to the Librarian. This system, as I stated, has been in operation for a long time and these charges that are being brought are not new to the Library of Congress. As a matter of fact, in May 1971, just one month ago, the Librarian of Congress issued a statement to the entire staff of the library, and I'd like to read just a part of that statement: "Recent charges of racial discrimination in the library are of grave concern to me in view of the library's long-established policy and practice of nondiscrimination in library employment and the efforts we have made to prevent discrimination of any kind. The Librarian of Congress is charged by law to appoint persons 'solely with reference to the fitness for their particular duties.' To assure library staff members in the course of their employment, as well as qualify applicants from outside the library against discrimination, I instituted in 1962 the Fair Employment Practices Program, one of the earliest to be established in a government agency. This program provides the means for handling charges and complaints of discrimination when they occur. At that time I reiterated that discrimination with respect to race, color, religion, sex, and national origin, or affiliation with a lawful political party is strictly forbidden in the library." The Library of Congress feels that its record of fair employment is as good as any other library in the country and perhaps in many respects better. We welcome any investigation that ALA may choose to make, and we would be glad to provide factual information.

The merits of an ALA inquiry on the basis of the facts presented were debated at length. Mr. Williams' resolution was then passed in an amended form by Membership.

A resolution was introduced by John Morgan adding the following phrase to Article VIII, Section 5 of the Constitution: "Any officer or any elected member of the Executive Board may be removed for stated cause by a majority vote of Council." The resolution was tabled, and Louis A. Rachow, president of the Theatre Library Association, read the resolution supporting the New York Public Library's efforts to keep its facilities open despite financial problems (full text, p. 85). The resolution passed without discussion.

John Carter then introduced his motion (full text, p. 85) to withhold all increases over the 1970–71 budget, including those increases in the proposed 1971–72 budget, until the priorities "established by ACONDA and ANACONDA are set in motion." In a discussion of this motion, ALA Treasurer Robert McClarren stated:

> I would point out that in the presentation supporting this motion there were a number of serious misunderstandings, apparently, or statements of fact regarding the fiscal operations and the fiscal capacity of this association for the coming budget year. These were points that were made generally in the first session of Council in my report. I would assure everyone here that COPES, despite the action that was taken yesterday, recognized its responsibility and has been working diligently to solve these problems in an attempt to bring the lowest budget that we have been able to have in several decades at least to some kind of meaningful, working financial instrument for the next year. As a member of the Executive Board, I am sure that my fellow board members who have the ultimate budgetary responsibility for this association will discharge their concern. . . . There are a number of people who are not present tonight; this was an extra called meeting of Membership, so that the detailed explanations which are being prepared to be given to Council in its deliberations tomorrow would not prevail and would not be understood. I would urge those present to vote against this motion, with the understanding and in anticipation that in tomorrow's session, it would be an opportunity for Council which is the action body of this association, and the Executive Board to hear it in its debate and to consider and discharge the obligations that are involved.

In response to Mr. McClarren, Eric Moon stated that he hoped in Council Membership would hear how some of its established priorities would be funded. After further discussion, Membership adopted Mr. Carter's motion on budget restriction, 331 voting for the motion, 203 against.

At this point, Richard Darling announced to Membership that at its meeting the next day, Council would vote to implement its reorganization. Joslyn Williams then commended President Bradshaw, the Executive Board, and the ALA staff for the manner in which the convention was conducted, and the 1971 Membership meeting finally adjourned.

Council

The routine of adopting rules and introducing items to the agenda is time-consuming, but the various rules and requirements established over the past three years have provided Council with a systematic and orderly approach to its business. In this year's opening session, President Bradshaw reinforced a previous rule of Council limiting oral reports to only those items requiring action and, as a result, many committee reports were received only in written form.

Once the agenda was approved, Mrs. Bradshaw gave a brief report to Council. She noted that this year marked the twenty-fifth anniversary of the ALA Washington Office, and that this office has grown from an initial staff of two to its current staff of seven. As one of the significant accomplishments of that office, she mentioned the National Commission on Libraries and Information Science, and introduced three members of the commission present: Louis Lerner, Bessie Moore, and John Velde. Mrs. Bradshaw then read a letter from the Librarian of Congress thanking ALA for supporting LC's effort in support of the James Madison Memorial Building. Allowing herself a moment of reflection, she philosophised, "As your president, I have found this a very busy year, one full of questions to be asked and answers to be sought. I know of no better place to ask questions and seek answers than here and now." And she then moved on to the agenda.

President Bradshaw, citing the "time element involved," introduced both the Intellectual Freedom Committee's (IFC) *New York Times* resolution and a similar one from membership to Council. E. J. Josey, at-large, was first to be recognized, and he yielded to Freedom To Read Foundation (FTRF) board member, Joan Marshall, personal member.

Miss Marshall stated that the resolution before Council introduced by the IFC had been passed with one dissenting vote by the FTRF board the previous Friday, and that it had been voted by the board to send the resolution immediately to Senator Mansfield's committee and to the *New York Times*. She contended that this action had not taken place and that the resolution had instead been presented to the IFC. Miss Marshall said that she had asked the FTRF board chairman, Alex Allain, on Monday why the resolution had not been distributed as directed and he had replied that there were five members of the FTRF at the IFC meeting and since they did not object, he felt it was proper to seek additional support in this resolution. She charged that it was the third instance in the past six months of "an approved directive not having been acted upon." She then proceeded to cite these instances:

> In Los Angeles the IFC chairman in consultation with the Executive Board assumed the authority to alter the recommendation of his committee. Council, in Los Angeles, voted that the IFC resolution on the *Report on Pornography and Obscenity* be sent to Congress and, I believe, to the president and to the national press. It has been released only to the library press. Perhaps ALA has always operated in this way, but I for one feel that it is a waste of my money and my library's time for me to travel two thousand miles to participate in meetings, the votes taken which are not acted upon.

She concluded with a comment on the "not quite" separate and independent relationship between the Freedom to Read Foundation and ALA. She said that she was confining her support of the foundation to the Leroy Merritt Fund.

Council seemed to shrug and the chair recognized Ida-Marie Jensen, Utah, who substituted "news media" for "newspapers" in the resolution. Eric Moon, at-large, incorporated the resolution originating with Membership as a final paragraph. Emerson Greenaway, chairman of the International Relations Committee (IRC) and past president, suggested a collaboration between the IFC chairman and the author of the membership resolution. Richard Darling, second vice-president, objected to the delay while Everett Moore of the FTRF board explained, in response to Miss Marshall's statement, that there was no attempt to delay the resolution but that an attempt had merely been made to join with the ALA "in common support of this position." The combined resolution then went to a vote and passed easily with the chair promising distribution to the appropriate agencies.

William D. Murphy, chairman of the Constitution and Bylaws Committee, read each change as it had been printed in the May *American Libraries*. Most changes were of a "housekeeping" nature and passed readily. A policy statement defining a Membership Meeting was acted on with the understanding that the Constitution and Bylaws Committee would present it in the proper constitutional language at the 1972 Midwinter Meeting. The policy statement reads:

> A Membership Meeting consists of the voting members of the Association with authority to act as set out in Article VI, Sec. 4(a) and 4(c) of the Constitution. A Membership Meeting shall be held during the annual conference and at such other times as may be set by the Executive Board, the Council, or by membership petition as provided for in Article II, Sec. 2 of the Bylaws.

James Richards, president of the Library Administration Division (LAD), had reworded Article III, Sec. 3(b) to require that "petitions for nominees for Council membership representing a division may be signed only by members of the division, and the nominee must be a member of the division." There was a statement of support from the American Library Trustee Association (ALTA) and from the Resources and Technical Services Division (RTSD) and the amendment passed.

Raymond E. Williams, Virginia, presented the list of nominees from Council to serve on the Budget Assembly. Councilors-at-large nominated were: Hugh C. Atkinson, Ohio State University Libraries; Richard Dougherty, Syracuse University; Thomas Galvin, Simmons College; Gustave Harrer, University of Florida Libraries; Mary Phillips, Portland (Public) Library Association. Chapter councilors nominated were: Lois Engler, Bismark North Dakota Junior College; Donell Gaertner, St. Louis County Library; Pearce Grove, Eastern New Mexico University Library; John Richard, Louisiana State University Library; Ralph Van Handel, Gary Public Library. Since there were no objections from the floor, the new members will take their seats at the next meeting of the Budget Assembly during the Chicago Midwinter Meeting.

ALA Treasurer Robert McClarren then gave his report, the first of a long line of reports to Council that told of ALA's dwindling income. He chose the *pocketbook* as his symbol: "Let's see what is in the pocketbook," he said. "Of course, it won't take very long." He then went on to describe the "budgetary ceiling" form of fiscal control employed by the association. He said that available money was down 11 percent while basic costs had risen about 5 percent over the previous year. He said that the decrease in funds was not due to the "slight drop in membership," though there was about a 2 percent loss in personal membership over last year. He cited a 5 percent increase in dues income from all types of membership. The loss of income for the first time in many years was attributed to several factors, among them the absence of funds to invest in short-term securities (loss of about $50,000); the drop in conference income due to less exhibit space in Los Angeles and Dallas and higher travel costs for Headquarters staff (more than $100,000); and the inability of Publishing Services to offer general fund support.

McClarren warned that in fiscal 1971–72 it would be necessary to draw upon reserves and to dip into endowment funds. "Such an expenditure of reserves," he concluded, "is a calculated risk. Once spent, reserves obviously are gone. The Association's capital and therefore its capacity to expand and develop will be thereby reduced. Now, having opened the pocketbook to view, I'll now close it. Maybe somebody will have something to drop in it."

Keith Doms then added a footnote at the request of the Executive Board, saying no one was happy with the budget and that the board shared the distress of Council and Membership over the budget's failure to reflect priorities established in Detroit. He went on, "I did a very careful personal review of the budget proposed for fiscal '72, and I find very little, in fact, almost no evidence of response to priority programs which have been suggested for implementation as rapidly as possible." He pointed out that there is nothing new in the proposed budget, and denied that it was a "business-as-usual" budget. Doms emphasized that any new or restored ALA programs can be undertaken only by reduction or elimination of "existing budget elements." He invited anyone with suggestions to cut programs to make themselves heard, but he cautioned that any recommendations be well thought out in terms of all of their ramifications for program, services and staff. He attributed the fiscal "pickle" to a variety of causes: depending too much on publishing funds, to raising the dues too late, to the proliferation of ALA units resulting from programs supported by outside grants and a concurrent decrease in those grant funds, and to a decrease in income from annual meetings. In closing, Doms promised "from the bottom of my heart . . . the Executive Board and I personally will do the best we can under these circumstances to respect the wishes and the will of the membership and Council." The Council then unanimously voted to appoint Ralph B. Shaw and Sir Frank Francis to honorary ALA membership.

Council listened to a report from the chairman of the Executive Director Search Committee, Rutherford Rogers. In essence he reported that the committee had provided the executive board with a "number one candidate and a block of four second choice nominees" plus five candidates who had declined to "stand actively for the position but whom we thought should be seriously considered." (See p. 167 for the full report). President Bradshaw, speaking in behalf of the Executive Board, stated, "Our next job requires the board to complete its interviews by the fall board meeting or certainly by no later than Midwinter 1972."

Next, Richard Darling, second vice-president, added "members of the press" to the Council policy statement on open meetings and President Bradshaw thanked the editors of *Library Journal* and *Wilson Library Bulletin* for attending the spring board meeting and reporting on the event to their readers.

William Dix explained that a resolution calling for implementation of professional standards for librarians with appropriate sanction power and accreditation of libraries had returned to Council after a long and tortuous journey through ALA units. He recommended that the entire question be referred to the LAD calling for recommendations for action. It passed with no discussion.

As a final item of the first session of Council, Dr. Leslie Dunlap was introduced as another member to the National Commission on Libraries and Information Science present at the Dallas conference.

Council opened its second session on Thursday with a resolution presented by Richard Parsons, at-large, requiring that the new executive director be hired on a contractual basis for a limited term of office. It was accepted for action after the procedure of adopting new agenda items had been completed.

Elizabeth Fast, at-large, asked for a suspension of the rules so that Council might act immediately on the Southeast Asia resolution passed at the Membership Meeting. Council accepted. Mrs. Fast then spoke of Membership's "overwhelming" support for the resolution and said she hoped Council would "take speedy and positive action."

Ervin Gaines, at-large, restated the objection he had expressed at the previous Membership Meeting. He said the argument that "there are financial implications [for libraries] in the war seems to be specious as a method of introducing into our deliberations a question that has nothing to do with libraries." He then cited such federal policies as the oil depletion allowances, the Lockheed subsidy, and farm price supports which also could well be keeping money from library programs. He suggested that other great social issues, such as the environment and population growth, were more important.

"I have been deeply opposed to the war for a long time," he continued, "and if I may be allowed to make a personal observation, I'm proud that my son is a conscientious objector. However, this is not relevant to the issue before the American Library Association. The time we have spent on this and similar resolutions has kept us distracted from issues of great importance to librarians." He then cited some of these issues: the need to submit program recommendations to the National Commission on Libraries and Information Sciences, the failure to expend the appropriations allowed by Congress for library programs, and lack of attention given the questionable acquisition policies of the U.S. Information Service libraries. He asked for the defeat of the resolution.

Frances Hatfield, at-large, stated that she did not think the Council should demand a date for withdrawal from the President of the United States, and sought to amend the resolution by deleting the date [by December 31, 1971]. The chair ruled that the resolution could not be amended. Eric Moon, at-large, questioned the chair's decision and after consultation with the parliamentarian, the chair reversed its ruling and the amendment was allowed.

Richard Parsons moved to suspend the rules and limit discussion of the main resolution, which resulted in preventing debate on any amendments to the resolution. Parsons' motion carried with the required two-thirds vote, so no further discussion was possible. Miss Hatfield's amendment passed, 83 to 63. In substance, ALA calls "upon the President of the United States to take immediately those steps necessary to terminate all U.S. military involvement in the present conflict in Southeast Asia . . ."

Marietta Daniels Shepard, Executive Board, proposed a further suspension of the rules, restricting debate to Council members only. Again a vote count was required and the Shepard motion did not pull the necessary two-thirds, being defeated 85 to 70.

Edwin Castagna, past-president, then disagreed with Gaines. "This question," he said, "has been poisoning the association and our whole society. I think it is time for us to get this out of our system. I hope the Council will reflect the feeling of the Membership of this association and vote for this resolution even in its diluted form." Amidst applause, he moved the previous question. Debate ended and the chair declared that a roll-call vote would be required. The resolution on Southeast Asia passed 145 to 21.

Richard Parsons called for another suspension of the rules to limit debate on the ACONDA and ANACONDA resolutions and proposed that Council stay in session until those two committee reports had been voted upon. This was acceptable to Council and they went into action. (See the "ACONDA-ANACONDA Joint Report" in the May 1971 issue of *American Libraries*, especially noting the Background Citations given on p. 523.)

Kenneth Duchac, chairman of ANACONDA, introduced that committee's proposal for the creation of an Office of Library Manpower which had just been approved by Membership. This combination of ALA activities in library education and training, recruitment, and personnel utilization caused another flurry of debate.

Genevieve Casey, Library Education Division (LED) president, started off by suggesting that they postpone discussion until Council had voted on the proposed study of ALA reorganization. This pleased everyone and no objections were raised in Council. Katherine Laich next came to the podium to present the ACONDA-ANACONDA recommendation for a study deferred at Los Angeles.

Marietta Daniels Shepard spoke to paragraphs 2 and 4 of the proposed criteria for the study. She felt that the present composition of Council was already "on an equitable basis," and that the proposal to allow membership to carry on ad hoc programs in support of ALA staff was unacceptable. She argued that ALA staff should be supportive to membership programs. Katherine Laich responded that taking the criteria in their totality one arrived at a picture of membership determining policies and priorities and providing the ALA staff the authority to pursue and develop the programs necessary to achieve the goals and priorities expressed by membership through Council and special advisory committees.

"Our intention, here," Miss Laich said, "is to take the burden from the membership of much of the paperwork—the execution of program—once the policy has been determined." She then cited membership's ability to operate on an ad hoc basis in areas of special interest, adding that membership had a right to more flexibility and freedom in pursuing special interests.

Evelyn Levy, Executive Board, spoke in favor of the study conducted by an *experienced library leader*. President Bradshaw advised Council that the Executive Board was in favor of the proposal using an *experienced library leader* to head the study as opposed to the ACONDA-ANACONDA recommendation that the *executive director-designate* head the study. She then yielded to William Dix who further defined the board's position. He said that the board felt that there would be considerable delay in instigating the study if it had to be done by the executive director-designate. However, he said the main consideration recognized by the board was the possibility of placing the new executive director in a position of alienation with his constituency. "His job, it seems to me," Dix continued, "is one of pulling together, of healing wounds, of moving ahead aggressively and actively with a new program that has already been decided." He said the process of deciding what the new organization and program will be is "going to cause some sores."

Richard Parsons offered an additional charge to those conducting the study: "that a rigorous study of basic management practices of the Headquarters operation, particularly of a time and motion nature, should be a specific charge of those conducting the study, and that all findings in this area be reported to Council." This produced a discussion between Miss Laich and Mr. Parsons about the intent of the report to Council. Robert McClarren cautioned on the specific directive to conduct a "time and motion study" as being too limiting and this phrase was dropped. Mr. Parsons' charge was then added to the study.

Robert Delzell, at-large, reported LAD Board support for the study and their opposition to federation as a form of reorganization.

Donell Gaertner, Missouri, moved that Council approve the study and then choose the option for the person to direct it. The question was divided and the proposal for a study passed. Raymond Williams, Virginia, then moved the acceptance of option 2, that an experienced library leader direct the study. Genevieve Casey spoke in opposition, suggesting that it might be best not to tie the hands of the Executive Board by requiring someone from the library field. Since there was no support for her suggestion, the question was called and option 2 carried.

Council returned to the proposed Office for Library Manpower now that the study of ALA reorganization was settled. Wesley Simonton, chairman of the Office of Library Education's (OLE) advisory committee, opposed including library education in such an office. Frank Sessa, at-large, moved to defer the formation of the office until the study was completed. Kenneth Vance, chairman of the Committee on Accreditation (COA), spoke in support of that motion.

Arthur Curley, at-large, said, "I really think it would be more honest if people who oppose a motion would call for its defeat rather than its deferral." He opposed the Sessa motion, citing strong membership support for the office. Virginia Ross, California, joined the opposition. Evelyn Levy, Executive Board, asked whether Miss Laich or Mr. Duchac felt the creation of this office would affect the freedom of the person conducting the study of ALA's reorganization. Neither Mr. Duchac nor Miss Laich saw this as a problem, and Miss Laich noted that the creation of this office might become a "testing ground" for the surveyors. Guy Marco, Music Library Association, spoke against changing the structure of ALA until the study was complete. Richard Darling, second vice-president and dean of Columbia University library school, wanted it on the record that not every library educator feels library education is a concern separate from manpower.

His verbal dart was well received by observers and as the applause died away tiny Genevieve Casey, also a library educator, topped the response in the best of floor debate tradition with, "I'm not sure which it is worse to be these days, a library educator or a member of Council." She then pointedly put down the entire discussion by saying, "We cannot finance the offices we already have" and called it an "academic and meaningless discussion." The question was called on the Sessa motion and it failed to carry. The Council returned to the main motion.

Marietta Daniels Shepard, Executive Board, then offered an amendment that would remove the phrase "library education and training" from the main motion, thus leaving only recruitment and personnel utilization in the proposed office. Roberta Young, president of the American Association of School Librarians (AASL), reminded the Council of the name of a policy statement (passed in Detroit over the objections of that division) which was called "Library Education *and* Manpower." The Shepard amendment was then defeated and the main motion carried.

The communications proposal received scant attention from Council as they eagerly fell in with a motion from William DeJohn, at-large, that they postpone the recommendation until after the study of ALA had been completed.

The ACONDA recommendation of a hundred councilors to be elected at-large and one representative from each chapter to be elected by the ALA members in the chapter was presented by Miss Laich. Robert McClarren and Marietta Daniels Shepard of the Executive Board had filed a minority opinion on the board's affirmative recommendation of the ACONDA motion. McClarren said that the exclusion of the Executive Board from the membership of Council was their main concern, and he urged Council to reconsider the wisdom of such action. Elizabeth Fast, at-large, spoke against the proposed Council membership which she felt violated the "one man, one vote" concept.

Richard Parsons established that they were to divide the question (there were 6 parts to the resolution —see ACONDA recommendations "Box Score" on p. 76). Roberta Young reported on the AASL board's June 21 meeting during which board members objected to the exclusion of divisions from representation on Council by both nomination and direct representation of division presidents. John McCrossan, Reference Services Division (RSD), supported Miss Young and recommended as a possible compromise that each division board be allowed to select two elected councilors to serve *ex officio* on their Board.

James Pirie, at-large, moved that the references to councilors from chapters be removed from the motion. Marion Milczewski, Executive

Board, opposed the deletion followed by Thelma Knerr, Ohio; Franklin Taplin, Massachusetts; Marie Davis, Pennsylvania; Robert Johnson, at-large; Eric Moon, at-large; Ruth Waldrop, Alabama; Clare Smith, Montana; John Glinka, Kansas. John Glinka moved to close debate. The Pirie amendment was defeated.

It was back to the original motion and Thelma Knerr, Ohio, moved to delete the requirement that only ALA chapter members elect the chapter councilor. Marion Milczewski opposed the idea of having representatives elected by nonmembers of ALA. Elizabeth Abolin, Maryland, supported the amendment. Opposed were Paul Bartolini, at-large; Donnell Gaertner, Missouri; Mary Barter, Vermont; Ervin Gaines, at-large; Robert McClarren, treasurer; and Giles Shepherd, New York. The amendment was defeated.

Anne Edmonds, Association of College and Research Libraries (ACRL) president, then moved that action be deferred until after the study because of the ACRL's and AASL's opposition to the removal of division representation on Council. Eric Moon rose in opposition and cited a recent "estimate" that there are "close to eighty councilors at the present moment who are members of ACRL." He did not feel that ACRL was underrepresented. The question was called and the amendment was defeated.

Marion Milczewski proposed an amendment that would add Executive Board members to Council. Marietta Daniels Shepard then offered an amendment to Mr. Milczewski's amendment which would add representatives from divisions. This produced a flurry of parliamentary confusion until Mrs. Shepard withdrew her amendment and the Executive Board members were added to Council. Mrs. Shepard reintroduced her amendment and Mr. McClarren and Mr. McCrossan spoke in favor of it.

William Dix opposed the amendment and offered his interpretation of the intent in doing away with divisional representation. He saw it as "an attempt to make Council representative of and speaking for the total body of the membership. Once a person is elected a member of Council he, in some sense perhaps, should shed his divisional allegiance, his special interests, and devote himself to the total problems of the Association."

Page Ackerman, at-large, acknowledged the great weight of Mr. Dix's statement but felt that Council needed feed-in from the divisions of the association and she noted it would be a minority group on Council if there were only one representative from each division (fourteen). Evelyn Levy, Executive Board, supported Mr. Dix.

James Igoe, at-large, started adding up the score. A few years ago there were two hundred and sixteen members of Council and he said that we now have proposed one hundred at-large, fifty-four chapter representatives, plus thirteen Executive Board, "plus fourteen more with the present amendment representing divisions (one hundred and eighty-one)." He couldn't see the progress and he was worried that there could be an amendment coming from the affiliates. "And," he said, "I hope the past presidents are dead." This caused President Bradshaw to remark, "I'm almost dead, and I'm almost a past president."

James Richards, LAD president, noted that provisions in the makeup of the expanded Nominating Committee allowed for divisional interests and termed the amendment "unnecessary." Mary Elizabeth Ledlie, Children's Services Division (CSD) president, won a huge burst of applause for her short snappy statement, "I speak in opposition to this amendment. I believe that the children's librarians in this association are strong enough members that they will be elected to Council anyway." William Hayes, Idaho, moved successfully to close debate and the Shepard amendment was defeated. And the composition of Council was decided.

Action moved swiftly then as William Hayes offered an amendment clarifying the language in (b), which was accepted. The paragraph (e) allowing for the reelection of councilors elected to the Executive Board was defeated as inapplicable now that they were on Council. The ACONDA recommendations were passed.

Concern was immediately expressed for speeding up the process to implement Council reorganization and Raymond Williams, Virginia, asked if it might not be possible for the Constitution and Bylaws Committee to provide some language for action at the Council's final session on Friday. He cited criticisms of Council for not acting and for once he said that he would like to move as quickly as possible. President Bradshaw promised that the Executive Board would take it under advisement at their afternoon meeting and if there were action to be taken, they would report at the Friday Council session.

Recommendation 4, calling for the close examination of existing committees and the use of ad hoc committee structures until completion of the study, was passed like an afterthought.

Council ready to adjourn, having used the period of time scheduled for the Membership Meeting, announced that the preempted meeting would be held at 7:00 p.m. SRRT complained that it would "rip-off" their program planned for that evening. Eric Moon had the pleasure of supplying the "put down." Speaking slowly, he said, "A number of groups in this Association have at previous conferences been asked to give up program meetings in the interest of membership business as a whole. I think it might really be socially responsible of SRRT to do the same." Council then adjourned at 11:35.

Early Friday morning the Council went into session with the announcement of the 1972 Nominating Committee: James Holly (chairman), Marie Davis, and Alice Hild Faires. With that out of the way, Chairman Richard Darling introduced action taken by the Executive Board and the Constitution and Bylaws Committee to speed Council reorganization, voted the previous morning. The first item was a policy statement implementing new bylaw provisions for Council membership (see "Policy Statement to Implement New Bylaw Provisions for Council Membership," p. 87). It ended the term of office of all members of the present Council at the end of the 1972 Chicago Conference. The new Council, to operate in 1972-73 and meet for its first session at the 1973 Midwinter Meeting in Washington, D.C., is to be elected by membership. Of the one hundred councilors elected at-large, each will be elected to a term of office of one to four years (25 percent for one year, 25 percent for two years, etc.); councilors-at-large will be elected from a slate of at least two hundred candidates. The chapters will each elect a representative whose term of office will be determined by lot drawn by the Elections Committee. The present Executive Board members would continue to serve until their term of office expires. This policy statement was passed and the new bylaws were introduced (they had been prepared in an overnight session of the committee with most of the work done by William Murphy, chairman). The new Bylaws, for the most part, reflected not only the mechanics necessary to create a new Council but some of the thinking expressed on the subject in Membership Meeting (see "Bylaw Amendments Reflecting ACONDA's Recommendations Approved by Council," p. 88).

One item did disturb many of the Council members and that was the reduction in the number required to nominate a Council candidate. The idea that twenty names on a petition could place a name on the ballot instead of the hundred currently required caused visions of ballots as big as the *Biographical Directory of Librarians*. It was changed after a motion by Richard Parsons, and the bylaws passed and will be presented to membership for ratification by mail. (Subsequent action by the Executive Board calls for mailing of the ballot on September 1 and return by October 15.)

After Council's action, several questions from the floor indicated that some of the councilors had not understood the full impact of their vote (i.e., that they had dissolved themselves as of the end of the 1972 conference). Joseph Shubert, at-large, finally asked just how many had realized what the implication of their vote had been. A few hands went up in a straw vote, indicating that the majority at least would not admit to not knowing just what it was for which that they had voted.

William Dix next commented on the task now before the Nominating Committee. "It seems to me inevitable," he said, "that a number of the two hundred nominees [for Council] will be present members of the Council." He consoled the Council by wryly stating that he didn't think "everyone here will be as *dead* as the past presidents."

David Heron, Executive Board, asked that the Constitution and Bylaws Committee be commended for their work and Chairman Darling commended Council for acting so rapidly and decisively.

James Richards, LAD president, presented the "Program of Action on Mediation, Arbitration and Inquiry" (which had been gleefully anagrammatized to MAI [may I] by Stuart Forth, ACRL's Academic Status Committee chairman). The thrust for the creation of a centralized agency to handle individual disputes or problems within the profession had been recognized in the fall of 1970. At that time, President Bradshaw created a staff committee to study the requests for action being received and to make recommendations for action Council might take. At the 1971 Midwinter Meeting the Intellectual Freedom Committee offered to undertake the handling of all cases including tenure, status, fair employment, and due process. This offer was made without benefit of consultation with the two divisions currently active in these areas.

A meeting of the concerned groups was called in March, and a program based on the already proven concepts in the "Program of Action in Support of the *Library Bill of Rights*" was adopted. The program provides a central clearinghouse staff committee that would not only route the requests for action into the proper channels of existing policy but could offer suggestions to divisions and Council on needed clarification of present policy or the creation of new policy. The committee would be initially composed of the executive secretaries for the LAD and ACRL offices, the director of the OIF, a staff member at-large, and the ALA executive director as chairman. The Executive Board recommended the program for Council's approval.

Robert Johnson, at-large, wanted clarification as to why the three units (LAD, ACRL, and OIF) were the only ones involved on this staff committee. The chair stated that these were the only units currently involved in one or more of the areas covered by the program. He noted that when other units develop policies requiring the services of this group, provision has been made for their joining the committee.

James Holly, at-large, moved an amendment to the basic motion enacting the program:

> I move that this program committee shall not have jurisdiction over matters relating to the status and problems of academic librarians except on an interim basis, and that this interim shall last only until August 31, 1972, and that appropriate steps be taken by ACRL and its Committee on Academic Status to establish an approved procedure for implementing and protecting the rights of academic librarians and secure ALA funding for its implementation by that date. These procedures must include an ACRL academic status officer who shall be charged with the following responsibilities: (1) collect information relating to the status of academic librarians across the country; (2) provide information and assistance to academic librarians to achieve academic status; (3) carry out an educational program regarding the rights and prerogatives of academic librarians; (4) enter into mediation, arbitration, and inquiries regarding the rights and responsibilities of academic librarians; (5) enforce the sanctions established by ACRL which can be invoked for the protection of academic librarians. The Committee on Academic Status of ACRL will serve as an advisory committee to this office.

The motion was seconded by E. J. Josey, at-large.

Mr. Holly then spoke to his motion and established that "for the first time as a member of Council I'm speaking for ACRL." He outlined the growing involvement of ACRL with the problems of standards and status for academic libraries and their librarians. He charged that the makeup of the staff committee does not adequately represent ACRL membership or their academic concerns.

"We in ACRL," he continued, "anticipate a preoccupation with problems often unrelated to academic librarians and a further drawing off of ACRL resources into other areas just as the solvency of ACRL publications are being used to pay for less successful publications now, and liquid resources of *Choice* are being diverted for non-ACRL use." He said that he understood that ACRL's requests for funds to support academic librarians in their quest for status have been denied.

E. J. Josey next reminded Council that the ACRL membership had "overwhelmingly" endorsed faculty status standards in the 1969 meeting and that in their meeting in Dallas they had adopted the standards devised over that two-year period. He reported that they had also endorsed Mr. Holly's motion as reflecting their needs, particularly in the information collection and education programs on rights and prerogatives.

Mr. Richards responded to the Holly amendment to the proposed program by saying that it was created in response to the need for "rationalization and unification of the different agencies and policies under which investigations are carried out. This was devised to serve ALA and not any particular or singular group within the association." He could find nothing in the proposed program which would in any way conflict with ACRL aspirations in the field of academic status and noted that the program specifically forbids the staff committee to participate in the promotion of any unit aspirations. Nor could he see in any of the procedures outlined in the program that ACRL would be denied participation in the investigative process.

Raymond Williams, Virginia, said he was not sure that ACRL members were wholly in support of the concept that their division undertake all protection of academic librarians. He suggested that until evidence (a referendum) was conclusive they should defeat the amendment.

Richard Darling ruled from the chair that he would take a roll-call vote on the amendment and summarized it by saying that ACRL would participate in the program until August 31, 1972, and at that time withdraw and operate a completely separate program for those employed in academic libraries.

John Axam asked if a determination had been made of the effect such a withdrawal would have on the ALA program. Mr. Richards replied, "The effect would be to return us to the limbo we have been operating in for some time."

The roll-call vote showed 19 in favor, 137 opposed, 2 abstentions, and 58 no response. The amendment was defeated (see "Council Vote on ACRL Amendment . . .," p. 89).

E. J. Josey acknowledged the vote and said that he didn't think that the general membership "understood the plight of academic librarians in this country." He said that feeling among ACRL membership was so high that they had voted to assess themselves an additional $5 annually to establish an Academic Status Office. (The ACRL board subsequently decided that such an assessment could only be made after a mail referendum of ACRL membership.)

Alice Ihrig, ALTA president, entered into the record ALTA's concern that if the "Program of Action" should involve boards of public libraries, a trustee be included in the investigative procedure. The chair assured ALTA that this would appear in the official Council minutes.

The new "Program of Action" carried and the association now has a centralized agency (Staff Committee on Mediation, Arbitration, and Inquiry) to provide assistance to the membership in problems ranging from personnel concerns to status and intellectual freedom.

Mr. Parsons moved, and Council agreed, to stay in session until all business before it was completed. He couldn't resist offering as justification for such a move the observation that this was the most historical session of Council in the history of the association.

The Intellectual Freedom Committee Chairman David Berninghausen presented a series of action items for Council along with some interpretations and evaluations of the role of his committee that may prove to be historically significant in themselves. The first item is a document called the "Intellectual Freedom Statement" (see p. 95 for the complete text), which is to serve as a companion piece to the *Library Bill of Rights*. It consists of a preamble and seven affirmations with explanatory paragraphs. The affirmations are as follows:

> (1) We will make available to everyone who needs or desires them the widest possible diversity of views and modes of expression, including those which are strange, unorthodox, or unpopular. (2) We need not endorse every idea contained in the materials we produce and make available. (3) We regard as irrelevant to the acceptance and distribution of any creative work the personal history or political affiliations of the author or others responsible for it or its publication. (4) With every available legal means, we will challenge laws or governmental action restricting or prohibiting the publication of certain materials or limiting free access to such materials. (5) We oppose labeling any work of literature or art, or any persons responsible for its creation, as subversive, dangerous, or otherwise undesirable. (6) We, as guardians of intellectual freedom, oppose and will resist every encroachment upon freedom by individuals or groups, private or official. (7) Both as citizens and professionals, we will strive by all legitimate means open to us to be relieved of the threat of personal, economic, and legal reprisals resulting from our support and defense of the principles of intellectual freedom.

Mr. Berninghausen said that the IFC plans to provide a series of interpretations of the *Library Bill of Rights*. These interpretations will provide the Office of Intellectual Freedom with the ability to assist libraries in their defense of intellectual freedom and in the implementation of internal policies governing their functioning under the *Library Bill of Rights*. The "Intellectual Freedom Statement" was to be considered the first of these interpretations. It passed Council with no debate.

The second interpretation of the *Library Bill of Rights* was a "Statement on Labeling" (see p. 97) which says that no one person or group is capable of taking the responsibility for labeling material. It, too, passed without debate.

The third interpretation, "The Nonremoval of Challenged Library Materials" was based on three Supreme Court decisions which recognized that a procedure must be established before speech can be suppressed and that this decision to suppress must be judicial. The resolve in the new policy statement reads as follows:

> ALA declares as a matter of firm principle that no challenged library material should be removed from any library under any legal or extra-legal pressure, save after independent determination by a judicial officer in a court of competent jurisdiction and only after an adversary hearing, in accordance with well-established principles of law.

It was passed by Council without debate. (See p. 97 for complete text of resolution.)

Mr. Berninghausen then introduced action items seldom, if ever, heard coming from membership units. He told Council that its failure to rescind old policies when new or overlapping policies are developed had created problems for the IFC. He cited the case of J. Michael McConnell, who had based his appeal on the 1946 Council statement of the principles of intellectual freedom, and was turned down because the Office for Intellectual Freedom was restricted to a program of action concerned *only* with the ***Library Bill of Rights.*** He said that an investigation of the ***ALA Policies Manual*** indicated over twenty-five statements pertinent to intellectual freedom which had never been rescinded. "They exist," he said, "in the ***ALA Policies Manual*** and they cause dilemmas which keep ALA from acting effectively."

He said they would not attempt to rescind all of the policies at this time but offered two that had just been superceded by the "Program of Action on Mediation, Arbitration and Inquiry." The Council gratefully rescinded the "Program of Action in Support of the *Library Bill of Rights*" (January 20, 1971 as revised) and the "Policy on Sanctions" (July 3, 1970).

The J. Michael McConnell case then occupied his attention as he made a recommendation to the new "Program of Action" staff committee that they provide that case the highest possible priority, based on the decision of the Federal District Court of Minnesota that J. Michael McConnell's rights under the first amendment have been violated.

He then moved to a discussion of the Council policy on "Library Service to Educational Institutions Established to Circumvent Desegregation." He reported that the committee "had no evidence dealing specifically with libraries and librarians giving or receiving library service illegally." He said that later E. J. Josey provided the names of some libraries, alleging that the ALA policy was being violated in those institutions. He reminded Council that it had referred this policy to the Intellectual Freedom Committee for action and that members had been attempting to follow through. In this case they sent letters of inquiry to the four libraries named by Mr. Josey. They received denials from three of the libraries and one admitting to providing bookmobile service to two private schools —one serving whites and the other blacks—plus two integrated parochial schools.

The IFC admitted that the policy's intent is important and desirable but that "on its face" the policy was in conflict with the ***Library Bill of Rights*** because it asks ALA to censure publically supported libraries or schools for ***giving library service.*** "The thrust of the ***Library Bill of Rights,***" Berninghausen continued, "has always been to encourage libraries to make information available and to consider censure of libraries when they fail or refuse to give library service." David Berninghausen then said that the IFC is not sure that it is possible to reconcile the policy statement with the ***Library Bill of Rights.*** However, he did make some recommendations. Interpretation of the resolve in the policy could mean "that any publically supported library or school which has been proved to have given books or other materials or to have diverted public funds for instruction directly to private schools established to circumvent desegregation laws is hereby censured by the American Library Association."

In addition, the staff Committee on Mediation, Arbitration, and Inquiry must be able to document the following facts: (1) that the private school was in fact established to circumvent the desegregation laws;

(2) that public library bookmobiles stop at such private segregated schools at significantly more frequent intervals or for longer periods of time than they do at other private schools; (3) that such a school has received funds for library materials or library materials directly as gifts from publicly supported schools or libraries; and (4) that a publicly supported school or library lends collections to a recently established private, segregated school on a significantly more generous basis than it does to all other public and private schools in its community. He then moved that Council rescind its direct order to the IFC for implementation of the policy and asked that the responsibility be directed to the Staff Committee on Mediation, Arbitration, and Inquiry with budget support of not less than $10,000 for this purpose. He pointed out that IFC experience had shown each case requires about $2,000 to investigate and he hoped that there would be budget support for this purpose. The Council passed the motion by unanimous voice vote.

Archie McNeal presented the Legislation Committee report which required action and took a moment to report on Council action of June 22. He said that the Subcommittee on Foreign Operations in Government Information of the U. S. House Committee on Government Operations was receiving a statement incorporating the Council resolution on classification and declassification of government information that very day (June 23).

A resolution was next presented to Council which urged Congress to amend certain sections of the Internal Revenue Code relating to tax deductions and gifts to libraries of manuscripts, works of art, etc. (see "Resolution Restoring Charitable Deductions to Creative Artists and Authors," p. 98). It passed by unanimous voice vote.

A smaller parade of state contributions to the Washington Office followed led by Janice Gallinger, New Hampshire, $200; Marie Davis, Pennsylvania, $500; Ruth Waldrop, Alabama, $100; and Thelma Knerr, Ohio, $100.

Helen Tuttle, chairman of the Committee on Organization (COO), presented a series of action items which: (1) restructured the Membership Committee into a chairman with eleven regional representatives and all other appointees to comprise a Membership Promotion Task Force; (2) readjusted the membership of the ACRL/American Association of Junior Colleges into a smaller group; (3) replaced the ASD Publishers Liaison Committee with a joint ASD/Association of American Publishers committee of fourteen members; (4) enlarged the Association of American Colleges/ACRL joint committee to include representation from the American Association of University Professors; (5) continued the special Committee on Chapter Relations until the end of the 1972 Conference; (6) established the Committee on Planning (COP), composed of seven members appointed by the Executive Board. (Its most significant charge reads as follows: "To provide the guidelines for program evaluation necessary to COPES in its budget-making process. In this way the Committee on Planning assumes responsibility for proposing to Council any major shift in policy before it is reflected in the budget.") A seventh item required no action but acknowledged the excellence of the SRRT's self-evaluation report and recommended that the group's name be changed to the popular abbreviation "Social Responsibilities Round Table." Council approved all seven items.

Emerson Greenaway then introduced a resolution from the International Relations Committee pledging support and participation of ALA in the activities surrounding the observance of International Book Year (IBY) in 1972 (see p. 833 for complete text).

A Report to the Government Advisory Committee on International Book and Library Programs was endorsed by Council with reservations about some of the language.

Council arrived at the *new business* part of the agenda and Eric Moon moved that Council deal with those items coming from Membership first and Council new business last. This passed and there was a big shuffling of papers as councilors attempted to arrange items in the proper order. Settling down at last, they took up the resolution that had come through Membership from the ALA Coordinating Committee on Library Service to the Disadvantaged chaired by Vincent Aceto. It called for Council's reaffirmation for the establishment of an Office for Library Service to the Disadvantaged and Unserved. Brooke Sheldon, at-large, read the resolution into the record (for complete text, see p. 98).

Mrs. Sheldon, a member of the Committee on Library Service to the Disadvantaged, then spoke on behalf of the committee. She said that current economic conditions and rising unemployment made the office even more necessary, and acknowledged that although the committee found evidence of considerable activity in various ALA divisions, it felt that, nonetheless, impact would be greater if there were one person in Headquarters devoting full time to coordinating programs for the urban and rural poor.

William DeJohn, at-large and member of COPES, asked the chair for permission to provide an information report to Council which could affect all of the budgetary considerations coming before it. Permission was granted and Mr. DeJohn spoke from the podium.

Mr. DeJohn again recounted the by-now harrowing story of COPES which had only $2 million to budget and requests for $3 million in expenditures. He said that if COPES had funded all of the priority demands, the expenditure would have totaled $218,000 or a total of $418,000 taken from endowment. COPES could not justify such a depletion in endowment.

DeJohn then introduced Leroy Gaertner, ALA comptroller, to explain what the terms "administrative services" and "overhead" mean in the budget. Mr. Gaertner began by stating that many budgetary figures used throughout the week were misinterpreted and that staff recognized the need for revising the budget presentation to avoid the possibility of misinterpretation. He then complimented Mel Voigt, at-large, as having made the only statement before the Budget Assembly which contained constructive criticism. However, Gaertner said, the some $955,000 total which Mr. Voigt stated as representing administrative services and overhead contained $168,000 in credits which had been unintentionally misinterpreted by Mr. Voigt as debits.

He said that COPES at their April meeting had shared many of Mr. Voigt's concerns and had reduced line items in the areas cited by $69,000 and directed a general reduction in overhead costs of an additional $89,000. The reaction has set in with a freeze on filling vacancies at Headquarters unless need for these positions can be thoroughly justified.

He then explained some of the reasons for the high overhead. He started with the keeping of membership records for forty-seven membership units each with its own dues and perquisites. "These units have been brought into existence by membership," he reminded Council.

Organization members pay dues in any one of 721 different categories, he said, and added, "This is a dues scale developed by membership."

He noted that the association was budgeted to produce labels for the mailing of 1,770,000 serial publications and added, "These publications have been developed by and continue to be requested by the membership."

He assured Council that the total budget recommended by COPES is less than the expenditures estimated for the current year and that allocations to periodicals are down. He summarized the 107-page budget by saying, "It is a complex budget occasioned by a complex organizational structure."

Mr. DeJohn then concluded by telling Council that in its final session with the Executive Board on Saturday COPES would recommend establishing a preliminary advisory assistance program in library service to the disadvantaged and unserved, with $13,252 as a foundation for possible funding of the office in the 1972–73 budget. Further, the IRO will stay in Washington because it had just received Agency for International Development (AID) contracts for the coming year. And finally, COPES budgeted the $27,000 not granted by the Council on Library Resources to LTP. He concluded by telling Council that ALA was depleting its endowment by almost a quarter of a million dollars and gambling that the fiscal situation would improve.

A move to table the motion to establish an Office of Library Service to the Disadvantaged and Unserved in the 1971–72 budget was defeated and Council returned to debate.

John Axam said that something has to go if ALA is to honor its priorities. "There are some time-honored things that ALA has been funding," he said, "that can really go." He called on the Executive Board to face up to this fact and to start now. E. J. Josey charged that ALA members have been unable to get accurate budget information. He asked that, before any further budgetary action, accurate information be supplied to COPES, Council, the divisions, and the Executive Board.

William DeJohn assured Mr. Josey that COPES is going to receive a cost analysis of all Headquarters operations. He reminded Council that COPES was merely an advisory body to the Executive Board where the final decision on funding rested.

Evelyn Levy spoke against the resolution in favor of COPES' suggestion for partial funding.

Arthur Curley was amazed that "COPES doesn't seem to get the message." He said it was not Council's responsibility to make "plus and minus decisions on the budget," and charged that COPES has repeatedly disregarded membership mandates to eliminate some activities in order to establish new ones.

Robert McClarren responded to

Mr. Curley by sharply stating that during the entire week they had received nothing but broad generalizations and no specific recommendations for reduction of program.

Mr. Curley managed to demand that Headquarters overhead be arbitrarily cut to get the money to fund priorities. He was cut off by the chair because he had already spoken to the issue.

Marietta Daniels Shepard amended the resolution to read "that Council recommend to the Executive Board that the proposed Office for Library Service to the Disadvantaged and Unserved be funded at the earliest possible time and that in the 1971-72 budget the first step be taken in accordance with the recommendation of COPES."

Paul Bartolini, at-large, called the question; the amendment carried and the resolution passed (see p. 98 for complete text).

The next resolution mandated $22,000 from the balance of the $50,000 which had been set aside for ACONDA in Detroit to be used to "implement the Minorities Recruitment Program." The Executive Board did not recommend passage citing the mandating of specific sums as poor fiscal policy.

E. J. Josey called for allocating this "small sum" for the minority recruitment specialist. Carrie Robinson, at-large, reminded Council that the Preconference on Minority Recruitment had dramatized the small representation of minorities in the library profession, and the difficulty in recruiting more.

Ray Williams, Virginia, wanted to know if the $22,000-figure represented the actual balance on the original $50,000 allocation. Mr. McClarren stated that the correct amount was $31,700. Marion Simmons, at-large and member of the Advisory Committee to the Office of Recruitment, said that she understood the $22,000 was for a staff person and supporting materials to carry out a minorities recruitment project. The resolution carried (see p. 99 for complete text).

The resolution from Zoia Horn and Patricia Rom, based on their having been subpoenaed by a federal grand jury in the "Harrisburg 8" case, was presented to Council. Page Ackerman, at-large, was concerned about the form of the resolution. She offered a revised document, acceptable to the original movers, that read:

> Whereas, ALA is concerned with the preservation of intellectual freedom, and Whereas, the freedoms to think, to communicate, and discuss alternatives are essential elements of intellectual freedom, and Whereas, these freedoms have been theatened by actions of the federal government through the use of informers, electronic surveillance, grand juries, and indictments under the Conspiracy Act of 1968 as demonstrated in the case of the Harrisburg 8, now, therefore be it Resolved . . . [the original five points are then inserted].

Marie Davis, Pennsylvania, moved that the resolution be referred to the Staff Committee on Mediation, Arbitration, and Inquiry for appropriate investigation and action. Richard Parsons suggested adding the following to the Davis motion: "that ALA go on record against the proven intimidation of anti-Vietnam activists not breaking the law and people seeking justice for minority groups as being unconstitutional

ACONDA-ANACONDA Recommendations
Final Box Score of Membership and Council Action

ACONDA Recommendations	**Membership**	**Council**
1 (Communications program	passed	deferred
2 (Study of organization)	passed	passed
3 (Council composition	passed	(voted on separately, see text below)
a (Number of councilors)		passed
b (Nomination of councilors)		passed
c (Nominating Committee)		passed
d (Number of nominees)		passed
e (Vacancies caused by election to Executive Board)		defeated
f (Ballot)		passed
4 (Examination of committees)	passed	passed
ANACONDA Recommendations		
1 (Manpower Office)	passed	passed
2 (Legislative program)	passed	passed
3 (Committee on Planning)	passed	passed

ACONDA Recommendation 3 (as amended)
Specifically ACONDA recommends that:

(a) Council be composed of 100 members elected at large, with 25 elected each year for a term of four years; plus one councilor representing each chapter, to be elected for a term of four years by the ALA members in the chapter; plus members of the Executive Board;

(b) All candidates for at-large Council positions be nominated by the ALA Nominating Committee or by membership petition; the procedure for nomination by petition be facilitated and publicized; the election ballot show no distinction between candidates nominated by Nominating Committee and those nominated by petition;

(c) The ALA Nominating Committee be expanded in size and instructed to reflect the distribution of membership among the several divisions in its selection of candidates and to make a systematic canvass to elicit the names of nominees;

(d) The number of nominees be at least twice the number of seats to be filled each year; no ceiling be placed on the number of nominees;

(e) A councilor elected to the Executive Board be replaced for the remainder of his unexpired term at the next election;

(f) The election ballot be accompanied by information about each candidate for office, consisting of a brief biographical sketch and a statement of concerns, both prepared by the candidate.

acts." Miss Davis would not accept the change. Eric Moon said that the resolution was a policy statement and sought no action and therefore should not be referred to the Committee on Mediation, Arbitration, and Inquiry. Discussion continued on whether the question should be referred to committee with statements from John Forsman and James Holly.

Mrs. Horn was allowed to speak against referring her case to the committee, saying that she saw nothing to investigate, she had merely asked ALA to take a stand on the issues. William Hayes, Idaho, said the association should not go on record on the sole basis of the remarks of two people involved; he called for an investigation. Bella Shachtman, Executive Board, pointed out that the "Program of Action" specifically stated that no investigation could be instigated without the request of a principal involved. This caused the chair to move that Miss Davis's motion was out of order and then Mr. Parsons moved his previously recommended amendment of item (2).

Mr. Curley said the resolution was not a statement on what happened to two people in Pennsylvania but an expression of concern that the government is using legal procedures for the purpose of intimidation.

Gary Purcell, at-large, felt that the grand jury procedure should not be used to intimidate anyone regardless of the reasons. He opposed the Parsons amendment because it removed reference to the grand jury procedure and called for its defeat.

The Parsons amendment failed, and the resolution passed as amended by Page Ackerman.

Frances Kennedy, Oklahoma, spoke against the resolution from the Gay Liberation Task Force and objected to the "whereas" statements dealing with discrimination against the homosexual.

> The statements in "whereas" constitute both labeling and an invasion of privacy by the members of the Gay Liberation group, and the ALA is opposed to both. Further, I think if you have homosexuals or homosexuality in the first part you should have celibacy, you should have adultery, you should have all the other forms. I think that sexual life is of no concern to ALA.

She moved that all the whereas-statements be removed and only the resolve be considered as a policy statement of ALA.

The discussion that followed was entirely procedural. Council took a vote-count on Mrs. Kennedy's motion and it carried 74 to 54. It subsequently passed as a policy statement.

Next Council was to consider the Membership resolution originally presented by Mr. Joslyn Williams concerning the minority recruitment and promotion practices of the Library of Congress. However, the chair recognized Alice Ihrig, ALTA president, because she had been called home for an emergency. She presented a resolution from the Advisory Committee to the Office for Recruitment and the SRRT Minority Recruitment Task Force directing library trustees to take positive action in minority recruitment, employment, and promotion. She reported that the ALTA Board endorsed the resolution and she hoped for quick passage by Council. They granted her wish (see p. 99 for complete text).

Council proceeded to the emotion-laden resolution on LC employment practices. Arthur Curley by common consent added the word "training" to the alleged areas of discrimination and then proposed an amendment urging the Librarian of Congress to reinstate all suspended employees pending the investigation. C. Sumner Spalding, RTSD and member of the LC staff, objected to the amendment as not being related to the substance of the resolution. He said that the resolution deals with discrimination and the amendment deals with administrative decisions. William Dix agreed with Mr. Spalding that the amendment confused the issue. Then Mr. Holly inquired whether, under federal civil service, suspension was mandatory or discretionary. John Lorenz, at-large and LC staff member, said that it was a mandatory action. The Curley amendment was defeated.

Marietta Daniels Shepard called for tabling the resolution until it be determined if Joslyn Williams was going to appeal to the Committee on Mediation, Arbitration, and Inquiry. Her motion was not seconded and therefore not recorded.

E. J. Josey urged the adoption of the Williams resolution and Council passed it with no dissenting voice vote (see "Resolution on Fair Employment Practices and the Library of Congress," p. 100).

The John Carter-Mrs. A. L. Phinazee motion was considered next. It implored the Executive Board to withhold all increases in the 1971-72 budget until priorities had been funded, and its implications were briefly discussed. Virginia Ross moved to table the motion and Council concurred.

A resolution from the New Hampshire Library Association calling for a "trial" reduction in the dues was withdrawn by Chapter councilor Janice Gallinger after Richard Darling explained the necessary Bylaws changes and added that COPES was already considering dues restructuring. She said the purpose of the resolution had been served.

A resolution moved by Richard Parsons and seconded by Eric Moon (referred to by some as the *half-Moon* resolution to distinguish it from the resolution moved by Eric Moon and seconded by Richard Parsons called the *full-Moon*) called for the executive director to be hired on a four-year contract basis with an additional term to be ratified by Council, limiting the executive director to an eight-year maximum. C. Sumner Spalding generally approved the proposal but felt the eight-year limit was unwise. He moved an amendment to remove the limit; it was passed by Council.

Lillian Bradshaw explained that the Executive Board had already discussed limiting the executive director's term of office. She felt that it had to be a negotiable item, however, if the board wanted to attract the best candidate. Mr. Dix pointed out that the resolution was in conflict with the Bylaws and Mr. Darling ruled it out of order, removing it from consideration. He explained that the resolution would have to call for a change in the Bylaws.

A similar motion on the reporting of budgetary decisions, by the end of conference was withdrawn by ACRL in favor of an AASL motion: "Resolved that the ALA Executive Board make public its action on the tentative 1971-72 budget to the ALA units by July 15, 1971 and to the membership via the *American Libraries* in the September 1971 issue." This was acceptable to Council and passed (see p. 100 for complete text).

The full-Moon resolution on changing Executive Board committees to Council committees arose at last. Mr. Darling pointed out that the resolution was similar to a Resources Committee report to the Executive Board. The report had been referred to COO for study and and implementation. Mr. Moon said that his primary reason for bringing this resolution before Council was to solicit reaction. He noted that all the committees selected to become Council committees were policymaking committees and that if Council were to claim its constitutional right, it would have to become more involved in shaping that policy.

Emerson Greenaway worried that the number of slots available to personal members in committee work would be lessened and said maybe COO should consider that a single representative from Council should serve on these committees.

Virginia Ross concurred with Mr. Greenaway and John Forsman gave a speech. "I think that in many ways," he said, "this is the most important resolution to come before this body today." He attributed the many budget problems to the fact that COPES did not report to Council. Mr. DeJohn agreed with Mr. Forsman. Mel Voigt felt that there would be plenty of opportunity for membership to participate in the work of these committees through the various divisional subcommittees. Joseph Shubert supported Mr. Forsman's contention on the resolution's importance and elicited a statement from Miss Tuttle that COO would be reporting on the Executive Board recommendations concerning Council committees at Midwinter. Donell Gaertner, Missouri, supported the expressed concerns and felt that such a move would place the Council in a better position to be responsive to membership. The resolution carried and will be sent on to COO (see p. 100 for complete text).

David Herron, Executive Board, then moved that all members of ALA try to recruit at least one new personal member by the end of August 1971. The effect here would be to increase the budget ceiling for 1971-72. The motion carried.

Council then quickly unwound with the announcement from the Committee on Accreditation that the library schools at the University of Iowa and the University of Rhode Island had been accredited. The attendance figures were reported at 7,950. Council then heard Pamela Wood speaking in behalf of the "Students-to-Dallas" group brought to the conference through a J. Morris Jones-World Book Encyclopaedia-ALA Goals Award. She recommended that serious consideration be given to providing a program of orientation to ALA patterned on the one devised for the students in the "interests of recruiting good librarians" into the association. She concluded that she was proud to return to her library school and tell the students she is a member of the American Library Association.

Executive Board

The meetings of Executive Board at an annual conference are spent primarily deciding on whether the board will or will not recommend an agenda item to Council for action. These items are noted in the account of Council proceedings and will not be accounted for here.

It was after the extended meeting of Council Thursday, June 24, that some weightier discussions took place. The primary concern of the Executive Board was to find ways and means of activating the change in Council structure voted at that morning's Council session. With Constitution and Bylaws Committee Chairman William Murphy on hand, they began exploring ways to implement action. The board determined that there were two problems. The first was to establish the wording necessary to the Bylaws changes. Board members expressed concern over the possibility of coming up with unworkable language but Mr. Murphy said he felt that, although the possibility existed, it was remote and added that should the language not work, it could be changed at a later date. He was supported in this expeditious feeling by Richard Darling who stated the general reaction of the board when he said, "The feeling about ALA is better now than it has been for years. I wouldn't want to lose it now." It was agreed that Mr. Murphy would create the new Bylaws and bring them to Council's meeting the next morning. The second constitutional problem was how to conduct an election for the new Council. Mr. Murphy said he would work out a policy statement that could be used by Council in order to conduct the required at-large election.

Helen Tuttle reviewed COO's recommendations for committee reorganization and the Executive Board voted to recommend those changes to Council. Richard Darling brought up the Committee on Planning and suggested that COO consider it, along with the other policy-making committees, to become a Council rather than an Executive Board committee. Miss Tuttle reported informally that by Midwinter 1972 COO would be making recommendations on those committees as well as on the constitutional relationships between Executive Board and the round tables, and on a model form to be used by Council and Membership for the presentation of resolutions.

Cindy Hardin, personnel officer at Headquarters, presented for the information of Executive Board a new health insurance program for staff which provides broader major medical coverage and a dental care program under Blue Cross-Blue Shield. She pointed out that average employer support for employee insurance in the Chicago area was 75 percent and said that ALA currently provided only 35 percent of the cost. She said that she understood the fiscal problems but recommended that ALA increase its support by at least one dollar per employee to a level of five dollars (which would move the support closer to area averages). The board said they would discuss that action during the final budget considerations on Saturday. Miss Hardin further informed the board that in the general area of fringe benefits, a 1968 study of metropolitan Chicago showed employees received approximately 32 percent of their salary figure in fringe benefits. At ALA they receive 21 percent.

A report on the new Headquarters building progress was made by the Executive Board Space Needs Committee Chairman Willard Youngs. He said that plans are proceeding with the developers who have settled on a forty-six-story apartment house facing Wabash Avenue and a twenty-story office building facing Superior Street. The latter would comprise thirteen stories of office space perched on top of a seven-story parking structure. ALA would have 16,248 square feet (double of what it currently has) of the office space. The developers offered the entire office structure to ALA for its own financing which was not acceptable to the committee. Mr. Youngs reported a need for an engineer consultant on the heating and air conditioning plant and Executive Board authorized such expenditure from endowment.

The board heard reports from the Legislation Committee on action coming to the Council the next day and supported the resolution on charitable deductions. The board also approved a very tentative Las Vegas Conference schedule for 1973 and an AASL project proposal for a Satellite Media Center for Environmental Studies presented by LuOuida Vinson, AASL executive secretary.

This Thursday session was the last Executive Board meeting for Past President William Dix, Second Vice-President Richard Darling, Bella Shachtman, and Willard Youngs, and Mrs. Bradshaw took a moment to say very nice things about their contributions and to wish them well in their new freedom.

The new Executive Board, chaired by President Keith Doms, welcomed President-elect Katherine Laich, Second Vice-President A. P. Marshall, and the two new board members—Virginia Lacy Jones and John Lorenz. The tentative budget was the main item for action on Saturday and it was a marathon session with sandwiches sent in. It ended with a closed executive session which carried the board into late afternoon.

Preliminary discussion centered around the budgetary process. John Lorenz asked how much total staff participation went into budget preparation and whether there is an opportunity to make comparative evaluation of line items. He established that the original budget preparation is made by staff with no indication of budgetary ceilings anticipated and that opportunity for staff to participate in budgetary realignments in relation to anticipated ceilings differed among department heads. COPES Chairman Arthur Yabroff was asked by the board if he would have found it helpful to have more staff feedback on the budget, and he replied with a very definite affirmative, which prompted John Lorenz to comment that better total staff understanding of the budget would considerably improve membership understanding.

The painful process of item by item consideration and occasionally line by line consideration then began. (The results appear in the 1971 72 Budget, *AL*, p. 837.) On the way observers picked up interesting little statistics such as: Life memberships have twice as many academic librarians as any other group; and there are currently about 5,700 members who pay the $15 dues.

When it came time for the board to consider the Office for Library Service to the Disadvantaged and Unserved, Vincent Aceto, chairman of the ALA Coordinating Committee on Library Service to the Disadvantaged, was on hand to plead for staff. He said that at the initial stage materials and equipment would be secondary and he implied that some of the equipment recommended was too expensive and not needed. Ruth Warncke, deputy executive director and director of Divisional Services, proposed that an administrative assistant (clerical) be hired for the AHIL executive secretary to free him for part-time attention to establishing a clearinghouse, framing policy and project proposals, seeking funds, and assisting committee work (total budget $13,252).

Mr. Aceto felt that a consultant would be much more effective even if on a part-time basis, but Miss Warncke said that it would not be possible to activate in this manner. Eventually the Executive Board agreed to Miss Warncke's recommendation.

The resolution from Council on funding for minorities recruitment came up for discussion and Miss Warncke told the board that the request for a minorities specialist was unrealistic. She said that the request for the $12,000 position came without a job description and that "one person directly recruiting in a nation this size is wasted effort." She reported that the Office for Recruitment had put its major effort on minority recruitment over the past two years, and added that it was not a question of anybody not being in favor of the activity but that the proposal just would not achieve the goals intended.

John Lorenz spoke of the redirected priorities in USOE on minorities training and suggested that the Office for Recruitment should continue its efforts with its present resources. President Doms suggested that the Office for Recruitment study ways of "reinforcing" its operations short of hiring a full-time recruiting specialist.

Miss Warncke emphasized that the current budget was adequate and that the emphasis was totally on minorities recruitment. Mr. Marshall and Marion Milczewski commented that membership was unaware of the efforts being currently made. Miss Warncke then cited ALA's exhibit at the annual Association of Councilors conference and the contact ALA maintains with college and university councilors in areas close to library schools. "And in each case," she concluded, "the emphasis is on minority recruitment."

Katherine Laich said that she felt those things being said were rationalizations, and that membership expected some visible action to prove the board was responding to priorities. "We had it at Midwinter," she said, "and here again . . . they told us. We didn't do it, and they're telling us again."

Doms suggested that between now and the fall board meeting the office construct a model "as to how one might most efficiently spend $20,000." Miss Warncke commented if the office planned to spend the $20,000 (directed by Council) that it should not "set up a $12,000 job that won't do anything."

Katherine Laich moved President Doms' suggestion and the board approved a study to be made of the recruitment position and that a proposal be developed for the Office for Recruitment to move ahead with a program.

After going through the budget, a general discussion of the tentative budget developed with members voicing their concerns over the erosion of capital, the relation of program to priorities (Miss Warncke pointed out that the most overriding ALA priority should be to help the librarian on the job to perform at a higher level of professionalism), the attrition of membership, and long-range planning.

John Lorenz remarked that staff should do much more to help redirect program and Miss Warncke pointed out that staff could only do what the membership directed it to do. Several voiced the hope that the Committee on Planning could be activated and that it could provide some guidance by the spring '72 board meeting. Others felt that this was asking too much of a committee that has yet to be appointed as of June of 1971.

The board turned to personnel problems at Headquarters and called for a review of procedure on the reclassification of positions. Members deferred action on increased support for the health insurance program until the fall meeting when they were told by Mr. Gaertner that staff didn't expect the increase and so they could wait to see how much money might be available in the fall. The board then approved the tentative budget which would take 6 percent from the accrued value of endowment, the interest on endowment, and additional endowment funds to support program and finance long-range operations such as the study of ALA organization.

The board then also authorized the comptroller to take money from endowment to meet the payroll at Headquarters until new dues started to arrive. The fall board meeting was set for October 27–29, 1971 at Chicago Headquarters, and the board went into executive session.

Documents

membership

Resolution on Freedom of the Press

I move that the American Library Association, in accordance with its declared policies on intellectual freedom, voice its full public support of the principle of freedom of the press and of *The New York Times*, the *Washington Post*, and the *Boston Globe* in their current battle to keep the American people informed of the actions of its government and that it communicate this to the President of the United States and the news media.

Resolution on Minority Recruitment Program

Whereas, the full sum of $50,000 which had been set aside to implement ACONDA priorities was not used last year, and Whereas, the minority recruitment specialist was one of the ACONDA priorities unanimously approved by Council, be it Resolved, that $22,000 from the balance of the ACONDA contingency fund be used to implement the Minorities Recruitment Program.

Resolution on Governmental Intimidation

This year we two librarians hit the national press when we were subpoenaed by a federal grand jury as witnesses in a conspiracy case, then labelled the Harrisburg 6, now called the Harrisburg 8, named after Harrisburg, Pennsylvania locale of the grand jury hearings. What has happened to us is of extreme importance to our profession. We move: (1) that ALA Membership meeting at Dallas recognizes the danger to intellectual freedom presented by the use of spying in libraries by governmental agencies; (2) that ALA go on record against the use of the grand jury procedure to intimidate anti-Vietnam War activists and people seeking justice for minority communities; (3) that ALA deplore and go on record against the use of the Conspiracy Act of 1968 as a weapon against the citizens of this country who are being indicted for such overt acts as meeting, telephoning, discussing alternative methods of bringing about change, and writing letters; (4) that the ALA Membership at Dallas assert the confidentiality of the professional relationships of librarians to the people they serve, that these relationships be respected in the same manner as medical doctors to their patients, lawyers to their clients, priests to the people they serve; (5) that ALA assert that it is expected that no librarian would lend himself to a role as informant, whether of voluntarily revealing circulation records or identifying patrons and their reading habits.

Resolution on Southeast Asia Conflict

Whereas, the stated objective of the American Library Association is the promotion and improvement of library service and librarianship, and Whereas, continued and improved library service to the American public requires sustained support from public monies, and Whereas, the continuing U.S. involvement in the conflict in Southeast Asia has so distorted our national priorities as to reduce substantially the funds appropriated for educational purposes, including support for library services to the American people, and Whereas, continued commitment of U.S. arms, troops, and other military support has not contributed to the solution of this conflict, be it therefore Resolved, that the American Library Association call upon the President of the United States to take immediately those steps necessary to terminate all U.S. military involvement in the present conflict in Southeast Asia by December 31, 1971, and to insure the reallocation of national resources to meet pressing domestic needs.

Gay Liberation Task Force Resolution

Whereas, at least between 4 and 10 percent of the population leads a same-sex life style, and Whereas, gay people suffer arbitrary discrimination in employment and housing when their interpersonal orientation becomes known, and Whereas, the struggle of gay people to liberate themselves from arbitrary discrimination poses for librarians problems similar to those of other oppressed minorities, therefore be it Resolved, the American Library Association endorses the following statement of position: "The American Library Association recognizes that there exist minorities which are not ethnic in nature but which suffer oppression. The association recommends that libraries and members strenuously combat discrimination in services to and employment of individuals from all minority groups, whether distinguishing characteristics of the minority be ethnic, sexual, religious, or any other kind."

Resolution on Office for Library Service to the Disadvantaged and Unserved

Whereas, Council, last year in Detroit, voted to establish an ALA Office for Library Service to the Disadvantaged and the Unserved; Whereas, financial support for libraries in the future will be largely determined by their response to library service to the disadvantaged which represents the highest priority of our national government; Whereas, ALA responsibility for this service has been reaffirmed time and time again as a major priority of this association; therefore be it Resolved, that Council reaffirm its support for the establishment of an ALA Office for Library Service to the Disadvantaged and recommend to the Executive Board that this office be funded in the 1971-72 budget.

Censure Resolution on COPES

Whereas, COPES has disregarded the clear mandate of the ALA Membership given at the Detroit Conference June

1970 for establishing priorities in the ALA budget, the Junior Members Round Table of ALA censures the failure of COPES to budget these mandated priorities and demands that these priorities be funded as requested, especially the Office for Intellectual Freedom, Service to the Disadvantaged and Unserved, and the Office for Research; therefore be it Resolved, that the Membership of ALA censures COPES for failing to recommend an ALA Budget which reflects the association priorities as mandated.

Resolution on Fair Employment Practices and the Library of Congress

Whereas, the American Library Association has repeatedly affirmed its belief in the principle of equal employment, and Whereas, the Library of Congress, by virtue of its position as the national library, should be a beacon light in the field of equal employment, and Whereas, it is alleged by a personal member of the association that the Library of Congress discriminates on racial grounds in both its recruitment training and promotion practices, now therefore be it Resolved, that the Membership Meeting call upon Council to effect an immediate inquiry into the facts of the case and with the purpose of assuring appropriate action with the least possible delay and with a full report to Council no later than Midwinter 1972, and that be it further Resolved, that the Librarian of Congress be immediately informed of the ALA's grave concern over this matter and of its planned investigation.

Resolution on Research Libraries of the New York Public Library

Whereas, the financial plight of the research libraries of the New York Public Library has become so serious that the hours of public service will be reduced to 40 hours beginning July 1, 1971, and Whereas, the hours of public service of the Research Library of the Performing Arts may be entirely suspended as of January 1, 1972, unless one million dollars is received before that date, Therefore, we, the membership of the Theatre Library Association wish to go on record as strongly supporting the efforts of the New York Public Library to secure the funds to keep all its facilities open and to reinstate the former schedules of public service, and, Further, therefore, we request that the Membership of the American Library Association endorse this resolution.

Motion on Budget Restriction

I move that the Membership of ALA implore its Council and its Executive Board to withhold all increases over the 1970-71 budget, those included in the proposed budget for 1971-72, until the priorities established by ACONDA and ANACONDA, and supported by Membership, are set in motion.

council

Resolution on Advancement of Minorities in Public Library Service

Boards of trustees take positive action to design and implement policies for recruitment, employment, and advancement of minorities to all levels of library service, by such means as scholarships, work-study programs, and clearly delineated career ladders, and that boards of trustees work cooperatively with other agencies such as graduate library schools, library associations, foundations, and representative community groups to attain these goals.

Resolution on Freedom of the Press

Whereas, the controversy between the federal government and *The New York Times* has drawn into question the policies of the federal government relating to the classification and declassification of information, and Whereas, the American Library Association strongly supports the right of the public to hear what is spoken and to read what is written, and Whereas, the American Library Association believes that it is a gross abuse of the purpose and intent of security classifications to suppress information which does not directly and immediately endanger the national security, now, therefore, be it Resolved, that the American Library Association endorses a full congressional investigation of the policies of government relating to the classification and declassification of information to: (a) assure that such policies preserve the rights of the people; (b) guarantee that such policies do not operate to contravene freedom of the press; (c) protect the trust of the people in the integrity of their government from being abused or exploited; and be it further Resolved, that the American Library Association, in accordance with its declared policies on intellectual freedom, voice its full public support of the principle of freedom of the press and of *The New York Times*, the *Washington Post*, the *Boston Globe*, and any other news media in their current battle to keep the American people informed of the actions of its government and that it communicate this to the President of the United States and the news media.

Resolution on Southeast Asia Conflict

Whereas, the stated objective of the American Library Association is the promotion and improvement of library service and librarianship, and Whereas, continued and improved library service to the American public requires sustained support from public monies, and Whereas, the continuing U.S. involvement in the conflict in Southeast Asia has so distorted our national priorities as to reduce substantially the funds appropriated for educational purposes, including support for library services to the American people, and Whereas, continued commitment of U.S. arms, troops and other military support has not contributed to the solution of this conflict, be it therefore Resolved, that the American Library Association call upon the President of the United States to take immediately those steps necessary to terminate all U.S. military involvement in the present conflict in Southeast Asia and to insure the reallocation of national resources to meet pressing domestic needs.

Council Vote on the Resolution on Southeast Asia

Yeas—Elizabeth Abolin, Page Ackerman, Lee Ash, Hugh C. Atkinson, John A. Axam, Mary C. Baker, Mary C. Barter, Helen H. Bennett, James H. Burghardt, Genevieve M. Casey, Edwin Castagna, Virginia Chase, Marietta Chicorel, Irene Christopher, Geraldine Clark, Jean D. Cochran, C. Donald Cook, George W. Coen, Carolyn Crawford, Arthur Curley, Charles Dalrymple, Richard L. Darling, Marie A. Davis, Richard DeGennaro, William DeJohn, Robert F. Delzell, William S. Dix, Keith Doms, Richard M. Dougherty, Lawrence J. Downey, Kenneth F. Duchac, Andrew J. Eaton, Anne C. Edmonds, Elizabeth Edwards, Richard B. Engen, Lois Engler, Harold Erickson, John Fall, Alice Hild Farris, Paul J. Fasana, Elizabeth T. Fast, John D. Forsman, Donell J. Gaertner, Janice Gallinger, Thomas J. Galvin, Charles A. Gardner, Mary V. Gaver, Andrew Geddes, William S. Geller, John Glinka, Pearce S. Grove, Frances S. Hatfield, William F. Hayes, William T. Henderson, David W. Heron, Peter Hiatt, Grace Hightower, Sr. Nora Hillery, Sam W. Hitt, James F. Holly, Andrew H. Horn, Anna Hornak, Marie V. Hurley, James G. Igoe, Mrs. Alice Ihrig, Mrs. Ida-Marie Jensen, Robert K. Johnson, H. G. Johnston, Arthur E. Jones, Sara Dowlin Jones, Virginia Lacy Jones, E. J. Josey, Mary Kahler, Miss Frances Kennedy, Anne E. Kincaid, Margaret M. Kinney, John C. Larsen, Mary E. Ledlie, Evelyn Levy, Joseph W. Lippincott, Helen Lockhart, John G. Lorenz, Jean E. Lowrie, Robert R. McClarren, Jane S. McClure, Stanley McElderry, John P. McGowan, Jane A. McGregor, Elizabeth B. Mann, Marion A. Milczewski, Arthur Monke, Eric Moon, Effie Lee Morris, Margaret M. Mull, William D. Murphy, William

C. Myers, Mrs. Karl Neal, Mildred L. Nickel, Philip S. Ogilvie, Richard Parsons, Anne Pellowski, Mary E. Phillips, James W. Pirie, Margaret E. Poarch, Gary R. Purcell, David L. Reich, Douglas G. Reid, Margaret G. Reid, Helen Renthal, Mrs. Carrie Robinson, William Roehrenbeck, Dorothy E. Rosen, Virginia L. Ross, Lelia B. Saunders, Catherine Schoenmann, Frank B. Sessa, Bella E. Shachtman, Brooke E. Sheldon, Giles F. Shepherd, Shirley Shisler, Joseph F. Shubert, Sara L. Siebert, Marion L. Simmons, Clare M. Smith, Mildred K. Smock, C. Sumner Spalding, Mary Mace Spradling, Charles H. Stevens, Mary Ann Swanson, Franklin P. Taplin, Donald E. Thompson, Marguerite G. Thompson, Gertrude R. Thurow, June Thurston, Joseph H. Treyz, Jane N. Vance, Melvin J. Voigt, Ruth Waldrop, James O. Wallace, Myrna M. Wegner, Raymond E. Williams, Donald E. Wright, Wayne Yenawine, Roberta E. Young, Willard O. Youngs.

Nays—R. Paul Bartolini, James E. Bryan, Betty Coughlin, Ervin J. Gaines, Mary Ann Hanna, Gustave A. Harrer, William Heuer, Ruth Sheahan Howard, Thelma Knerr, Guy Marco, Madel J. Morgan, Florrinell F. Morton, Eileen F. Noonan, A. Chapman Parsons, Patricia Pond, William Powell, John B. Richard, James H. Richards, Marietta Daniels Shepard, Ralph A. Van Handel, Helen T. Yast.

No Answers—Richard S. Angell, Augusta Baker, Ralph H. Blackburn, Lillian M. Bradshaw (presiding), William S. Budington, Sr. Mary Claudia Carlen, Essae Martha Culver, Robert B. Downs, Leila Doyle, David E. Estes, Loleta D. Fyan, Donna Garcia, Clarence R. Graham, Emerson Greenaway, Warren J. Haas, Dean Halliwell, David R. Hoffman, Edwin G. Jackson, Robert E. Lee, Milton E. Lord, Stephen A. McCarthy, Erret W. McDiarmid, Roger H. McDonough, Newman F. Mallon, Lowell A. Martin, Keyes D. Metcalf, Foster E. Mohrhardt, Lucile M. Morsch, Orin M. Moyer, L. Quincy Mumford, Ralph Munn, William T. Peters, Benjamin E. Powell, John S. Richards, Mary U. Rothrock, Ralph R. Shaw, Mrs. Jessie Carney Smith, Frances Lander Spain, Basil Stuart-Stubbs, F. Charles Taylor, Kenneth Taylor, Betty Torricelli, Ralph A. Ulveling, Allen B. Veaner, Carl Vitz, Robert Vosper, Frederick H. Wagman, Albert L. Williams, Louis Round Wilson.

Policy Statement to Implement New Bylaw Provisions for Council Membership

In putting into effect the new bylaw provisions for Council membership, it shall be the policy of the association that the term of membership of all 1971–72 members of Council shall expire at the end of the 1972 Annual Conference. For the 1972–1973 members of Council to be elected at large from the membership, the Nominating Committee is instructed to nominate not less than fifty candidates for twenty-five members-at-large of the Council for a one-year term; not less than fifty candidates for twenty-five members-at-large of the Council for a two-year term; not less than fifty candidates for twenty-five members-at-large for a three-year term; and not less than fifty candidates for twenty-five members-at-large for a four-year term.

The ALA members of each state, provincial, and territorial chapters shall elect one councilor whose term will begin with the 1972–1973 Council. The ALA Elections Committee shall determine by lot which 25 percent of these chapter councilors shall serve for a one-year term, which 25 percent for a two-year term, which 25 percent for a three-year term, and which 25 percent for a four-year term.

It is also the policy of the association in putting into effect the new bylaw provisions for Council membership that present Executive Board members will continue as members of Council until the expiration of their term on the Executive Board.

Bylaw Amendments Reflecting ACONDA's Recommendations Approved by Council

(Note: New matter is in italics; deleted matter in brackets.)

ARTICLE III. NOMINATIONS AND ELECTIONS

Sec. 1. (a) Prior to each Annual Conference of the association the Executive Board, upon recommendation of the Committee on Appointments, shall appoint an ALA Nominating Committee [of five members], no one of whom shall be a member of the board, to nominate candidates for elective positions.

Sec. 1. (c) Such committee shall nominate annually not less than [twenty-four] *fifty* candidates for [twelve] *twenty-five* members-at-large of the Council for four-year terms. The position of the candidates on the ballot shall be determined by lot conducted by the Nominating Committee.

[Sec. 1. (d) Such committee also shall place on the ballot, by division, candidates for twelve, or under the circumstances described in Article IV, Sec. 2(e), more members of the Council to be nominated by the divisions as provided in Article IV. There shall be nominated at least twice as many candidates as there are positions to be filled. The positions on the ballot of the candidates nominated by each division shall be determined by lot conducted by the divisional nominating committees.]

Sec. 1. (e) Such committee shall also nominate and place on the ballot candidates for a vacancy in the membership of Council, representing the association at large [including those nominated by a division] as provided in Sec. 1 (c) [and (d)] of this Article, to complete an unexpired term.

Article III, Sections (e) and (f) will now be numbered Article III, Sections (d) and (e).

Sec. 2. (b) At the Midwinter Meeting any member of the Council may present a petition signed by not fewer than ten councilors proposing additional nominations. Such nominations shall be included on the official ballot by the ALA Nominating Committee. [Petitions for nominees for Council membership representing a division may be signed by nonmembers of the division, but the nominee must be a member of the division.]

Sec. 3. (b) The ALA Nominating Committee shall also include on the official ballot other nominations filed with the executive director by petition of any one hundred members of the Association at least three months before the Annual Conference, provided written consent of these nominees shall have been filed with the Executive Director of the association. [Petitions for nominees for Council membership representing a division may be signed only by members of the division, and the nominee must be a member of the division.]

Note: Article III, Sections 2. (b) and 3. (b) as given above reflect the amendments made earlier this week and which now must be deleted, and adds the change from one hundred to twenty members in Sec. 3. (b).

ARTICLE IV. COUNCIL

Sec. 1. (a) Council membership requirement. No person, including a representative of a state, provincial or territorial chapter, [or a representative of an affiliated organization] may serve on the Council unless he is a personal member of the American Library Association.

Sec. 2. (a) Each state, provincial, and territorial chapter shall be entitled to one councilor [. Chapter representation shall be through state or provincial chapters unless the state or provincial associations in a certain region elect to take representation through a regional chapter and so notify the secretary of the Council. In such case, the regional association shall elect one representative from each state or provincial chapter in the regional association.] *to be elected for a term of four years by the ALA members of the chapter.*

Sec. 2. (b) [Ninety-six] *One hundred*

councilors shall be elected by the association at large, [twenty-four] *twenty-five* being elected each year as provided in Article III, Sec. 1 (c) [and (d)] of the bylaws. [The number of councilors specified may be expanded in accordance with Article IV, Sec. 2. (e) of the bylaws.]

Sec. 2. (c) All members of the Executive Board [and past presidents of the association] shall automatically be members of the Council. [; the presidents of the divisions shall automatically be members of the Council for the year of their presidencies and the presidents-elect shall be their alternates.]

[Sec. 2. (d) Chairmen of ALA committees and of the Publishing Board, and one representative of each affiliated organization as such, shall be members of Council. Chairmen of ALA committees shall not have the right to vote.]

[Sec. 2. (e) The Council shall allot Council memberships to the divisions according to the number of members in each division as determined by membership records on December 31 of each second year. The number of councilors shall be one for every 1,500 members, except that each division shall have at least one councilor. The number of councilors serving at any one time may be greater than the number upon which allotment is based under the following circumstances: when, as a result of reallotment, a division gains one or more memberships, it shall nominate candidates to such offices for the next election; but when a division loses one or more memberships, its representation shall be reduced through the normal expiration of the terms of the councilors previously elected upon its nominations.]

Sec. 2. (f) No person shall serve simultaneously as a member of the Council elected by a chapter and as a member elected by the association at large. A person who is a member by virtue of being a member of the Executive Board [or president or president-elect of a division, as provided in paragraph (c)] may simultaneously be a regularly elected member according to paragraph (a) or paragraph (b), but such person shall have but one vote, [and a person who is a member as provided in paragraph (d) may simultaneously be a regularly electer member and/or a member by virtue of being a member of the Executive Board or president or president-elect of a division.]

Sec. 5. A vacancy in the membership of Council, representing the association at large [including those nominated by a division as provided in Article III. Sec. 1(c) and (d)] shall be filled at the following annual election to complete the unexpired term.

ARTICLE VI. DIVISIONS

Sec. 4. (a) Each division shall be organized under a board of directors with overlapping terms and with authority to make decisions between conferences or meetings of the division. [Such board of directors shall include, either as a voting or nonvoting member, each councilor elected upon nomination by the division.]

Council Vote on ACRL Amendment to Program of Action

Yeas—Lee Ash, Genevieve M. Casey, Richard M. Dougherty, Andrew J. Eaton, Anne C. Edmonds, Harold J. Erickson, James F. Holly, Andrew H. Horn, Ida-Marie Jensen, Arthur E. Jones, Sara Dowlin Jones, E. J. Josey, John P. McGowan, Arthur Monke, James W. Pirie, William Powell, William Roehrenbeck, Joseph H. Treyz, James O. Wallace.

Nays—Elizabeth Abolin, Hugh C. Atkinson, Mary C. Baker, Mary C. Barter, R. Paul Bartolini, Helen H. Bennett, Lillian M. Bradshaw, James H. Burghardt, Edwin Castagna, Virginia Chase, Irene Christopher, Geraldine Clark, Jean D. Cochran, Betty Coughlin, Carolyn Crawford, Arthur Curley, Marie A. Davis, Richard DeGennaro, William DeJohn, Robert F. Delzell, William Dix, Keith Doms, Lawrence J. Downey, Kenneth F. Duchac, Elizabeth Edwards, Richard B. Engen, Lois Engler, John Fall, Alice Hild Farris, Paul J. Fasana, Elizabeth T. Fast, John D. Forsman, Donell J. Gaertner, Ervin J. Gaines, Janice Gallinger, Thomas J. Galvin, Donna Garcia, Charles A. Gardner, Mary V. Gaver, Andrew Geddes, William S. Geller, John Glinka, Emerson Greenaway, Pearce S. Grove, Mary Ann Hanna, Gustave A. Harrer, Frances S. Hatfield, William F. Hayes, William T. Henderson, David W. Heron, William Heuer, Peter Hiatt, Grace Hightower, Sr. Nora Hillery, Sam W. Hitt, Anna Hornak, Marie V. Hurley, James G. Igoe, Alice Ihrig, Robert K. Johnson, H. G. Johnston, Virginia Lacy Jones, Mary Kahler, Frances Kennedy, Anne E. Kincaid, Margaret M. Kinney, Thelma Knerr, John C. Larsen, Mary E. Ledlie, Evelyn Levy, Joseph W. Lippincott, Helen Lockhart, John G. Lorenz, Jean E. Lowrie, Robert R. McClarren, Jane S. McClure, Stanley McElderry, Jane A. McGregor, Elizabeth B. Mann, Marion A. Milczewski, Eric Moon, Madel J. Morgan, Effie Lee Morris, Florrinell F. Morton, Margaret M. Mull, William D. Murphy, William C. Myers, Mrs. Karl Neal, Mildred L. Nickel, Eileen F. Noonan, Philip S. Ogilvie, A. Chapman Parsons, Richard Parsons, Anne Pellowski, Mary E. Phillips, Margaret E. Poarch, Patricia Pond, Gary R. Purcell, David L. Reich, Margaret G. Reid, Helen Renthal, John B. Richard, James H. Richards, Dorothy E. Rosen, Virginia L. Ross, Lelia B. Saunders, Catherine Schoenmann, Bella E. Shachtman, Brooke E. Sheldon, Marietta Daniels Shepard, Giles F. Shepherd, Shirley Shisler, Joseph F. Shubert, Sara L. Siebert, Marion L. Simmons, Clare M. Smith, Mildred K. Smock, C. Sumner Spalding, Mary Mace Spradling, Charles H. Stevens, Mary Ann Swanson, Franklin P. Taplin, Donald E. Thompson, Marguerite G. Thompson, Gertrude R. Thurow, June Thurston, Ralph A. Van Handel, Melvin J. Voigt, Ruth Waldrop, Myrna M. Wegner, Raymond E. Williams, Donald E. Wright, Barbara Westby (substitute), Helen T. Yast, Wayne Yenawine (substitute), Roberta E. Young, Willard O. Youngs.

Present—Page Ackerman, John Axam.

No Answer—Richard S. Angell, Augusta Baker, Ralph H. Blackburn, James E. Bryan, William S. Budington, Sr. Mary Claudia Carlen, Marietta Chicorel, George W. Coen, C. Donald Cook, Essae Martha Culver, Richard L. Darling (presiding), Charles Dalrymple, Robert B. Downs, Leila Doyle, David E. Estes, Loleta D. Fyan, Clarence R. Graham, Warren J. Haas, Dean Halliwell, David R. Hoffman, Ruth Sheahan Howard, Edwin G. Jackson, Robert E. Lee, Milton E. Lord, Stephen A. McCarthy, Errett W. McDiarmid, Roger H. McDonough, Newman F. Mallon, Guy Marco, Lowell A. Martin, Keyes D. Metcalf, Foster E. Mohrhardt, Lucile M. Morsch, Orin M. Moyer, L. Quincy Mumford, Ralph Munn, William T. Peters, Benjamine E. Powell, Douglas G. Reid, John S. Richards, Carrie Robinson, Mary U. Rothrock, Frank B. Sessa, Ralph R. Shaw, Jessie Carney Smith, Frances Lander Spain, Basil Stuart-Stubbs, F. Charles Taylor, Kenneth Taylor, Betty Torricelli, Ralph A. Ulveling, Jane N. Vance, Allen B. Veaner, Carl Vitz, Robert Vosper, Frederick H. Wagman, Albert L. Williams, Louis Round Wilson.

Program of Action for Mediation, Arbitration and Inquiry

I. *Establishment of Committee*

In order to carry out the intent and purposes of this policy, as hereinafter set forth, a Committee, composed of senior staff members of the units of the Association with policy assignments in the areas hereinafter delineated, along with one staff member-at-large, is hereby established. The Committee shall be composed of five members, as follows:

Executive Secretary, Association of College and Research Libraries

Executive Secretary, Library Administration Division

Director, Office for Intellectual Freedom

One staff member-at-large, chosen at the discretion of the Executive Director of ALA

ALA Executive Director, chairman

Nothing herein shall preclude the Committee, or its chairman, from drawing into the Committee, on a temporary basis, from time to time, and as may be necessary or desirable, senior staff members of other units of the Association when those other units may have interests involved or can supply needed expertise.

II. *Name of the Committee*

The Committee shall be known as the Staff Committee on Mediation, Arbitration and Inquiry (hereinafter referred to as *the Committee*).

III. *Scope of Responsibility*

The Committee is hereby assigned responsibility for mediation, arbitration, and inquiry, relating to tenure, status, fair employment practices, due process, ethical practices, and the principles of intellectual freedom as set forth in policies adopted by the Council of the American Library Association.

The Committee shall have full authority to interpret all pertinent ALA-approved policies in implementing this *Program of Action for Mediation, Arbitration and Inquiry* and conducting activities to meet its committee responsibilities.

Nothing in this *Program of Action for Mediation, Arbitration and Inquiry* nor in the authority assigned to the Committee shall be understood, implied or interpreted as granting or vesting in the Committee any policy-making function for any unit of the American Library Association. Nothing in this limitation, however, shall preclude the Committee from referring to any appropriate unit the need for ALA policy.

IV. *Complaints*

A. All complaints of alleged violations received at ALA Headquarters, regardless of the unit or individual receiving such, shall be forthwith transmitted to the Committee. No complaint of any alleged violation shall be considered unless it is made by a party directly involved in the alleged violation.

1. When a complaint is received, whether oral or written, the Committee shall supply a standard form, to be called Request for Action. The form is to be completed and signed, and returned to the Committee by the complainant.
2. Until a completed and signed Request for Action is received by the Committee, no formal* action will be taken.
3. That a completed and signed form is necessary for formal action in no way precludes the Committee from taking informal action, such as, but in no way limited to, telephoning the complainant to offer reassurance or to gather additional information, helping the complainant find a position if he is unemployed, advising the complainant of local channels for the redress of the grievance, or notifying alternative sources of potential interest and financial support as appropriate. In some instances, "informal" action may include an actual visit to the complainant, whether by a member of the Committee, or by another person or persons the Committee so designates. Such visits, however, will be undertaken only on the approval of the chairman of the Committee, or his designate. "Informal" action may include such emergency action as the Committee agrees is necessary and appropriate.

B. After receiving a completed and signed form, it shall be the responsibility of the Committee to determine whether the matter is one which comes under its jurisdiction.

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* Formal action means mediation, arbitration, filing of a brief, or inquiry.

C. If the Committee determines that it has jurisdiction, it shall then determine the most appropriate course of action. Prior to undertaking the action deemed appropriate, however, the Committee shall ascertain that no adequate remedy is available from any alternative source.

1. Among but not limited to, the possible courses of action are formal mediation and/or arbitration, an inquiry or referral of the matter to a more appropriate agency or organization.

2. If at any time after filing of the Request for Action, the case involves a law suit, the Committee may determine to file, and may file, an *amicus curiae* brief, or take other appropriate action. The filing of an *amicus curiae* brief, however, should be limited to cases involving issues of primary importance to the American Library Association which have not yet been determined by the courts.

D. Except as provided in V. A., complaints may be withdrawn by the complainant, upon written notification to the Committee, or its chairman, at any time prior to the institution of formal action but not thereafter.

E. The Committee may decline to proceed further with a complaint at any point in the proceedings, when, in the judgment of the Committee, further action is unfeasible. In any instance when the Committee declines to proceed, a report of the reasons shall be made by the chairman to the ALA Executive Board.

V. *Inquiries*

A. When the Committee determines that a just and equitable resolution of the problem cannot be reached through arbitration and/or mediation, and that the matter warrants a formal inquiry, the Committee shall so notify the complainant. In such notification, the complainant shall be apprised of the seriousness of such an undertaking, and shall further be informed that he has ten days to withdraw his Request for Action. If, at the end of the ten-day period, the complainant has not withdrawn his Request for Action, a fact-finding subcommittee shall be appointed. (This paragraph is to be interpreted as meaning that the Committee may decide to attempt to arbitrate and mediate the problem, or it may determine that arbitration and mediation are not appropriate and/or would be to no avail and may proceed directly to an inquiry. However, no formal inquiry shall be made into cases which are in the process of local hearings, except in extraordinary circumstances, and no formal inquiry will be made into cases which are in litigation.)

B. The Committee shall appoint a fact-finding subcommittee whose duty it shall be to gather all of the facts involved in the matter, by interviewing the parties concerned, and through other appropriate means.

1. The fact-finding subcommittee shall be composed, generally, of three persons, including one member of Headquarters staff. Two persons, with the appropriate background of knowledge and experience in regard to the specific situation, shall be drawn from the ALA membership. In all cases, review by peers shall be provided, so that academic librarians conduct inquiries concerning academic librarians and libraries; public librarians conduct inquiries concerning public librarians and libraries; school librarians conduct inquiries concerning school librarians and libraries; and so forth.

2. All interviews by fact-finding subcommittees shall be conducted in the following manner:

(*a*) All interviews shall be recorded and transcribed.

(*b*) Immediately after the completion of all interviews, the subcommittee will prepare a detailed outline to be used by staff in writing the report.

(*c*) Transcripts shall be made by the Committee for use by staff in writing the report.

(*d*) Transcripts, after review, when necessary, by ALA Legal Counsel and deletion of any actionable material, shall be forwarded to interviewees with certificates of endorsement, for signature and certification. The certificate of endorsement shall read as follows:

CERTIFICATE

I certify that the above and foregoing is a transcript of the interview given by me to the Fact-Finding Subcommittee composed of ______ (Name) ______, ______ (Name) ______, and ______ (Name) ______, in the matter of ______ (Name) ______, on the ______ day of ______ at ______.

I further certify that the above and foregoing is correct as it stands or has been corrected by me and each correction, addition, or deletion has been initialed by me.

Signed and acknowledged this ______ day of ______ 19______.

____

Signature

(*e*) Certified transcripts shall be used as background to write the report, after which the transcripts shall be placed in a confidential file designated by the Committee. This file will be accessible only to members of the Committee on Mediation, Arbitration and Inquiry, to such persons as the Committee may authorize, and to persons who may require the transcripts for reference in any further hearing(s) by the ALA Executive Board.

3. Following the completion of a fact-finding investigation a written report of the findings shall be prepared. Such reports of fact-finding subcommittees shall be sent to the ALA Executive Director, who shall direct copies to the ALA Legal Counsel and to the Committee for further action.

4. It shall be the responsibility of the Committee to recommend appropriate action, based on the facts gathered in the investigation and reported in written form, to the ALA Executive Board. (Members of the fact-finding subcommittees shall not vote on actions.)

(*a*) Reports of fact-finding investigations shall be considered highly confidential and shall not be made public, except as authorized by the ALA Executive Board.

(*b*) Reports of fact-finding investigations, including revisions and recommendations for further action, as determined by the Committee shall be reviewed by ALA Legal Counsel prior to submission to the Executive Board.

(*c*) Upon acceptance and approval of reports of fact-finding investigations by the Executive Board, the full report, a summary thereof, or a statement shall be published in *American Libraries* if so determined by the Executive Board.

VI. *Sanctions*

Sanctions may be defined as the appropriate penalty or penalties incurred for violations of one or more of the ALA approved policies to which this *Program of Action* relates.** When the facts gathered in a case so warrant, one or more of the following sanctions may be recommended:

A. Publication of a report that includes a statement of censure, indicating the strong disapproval of ALA because of a violation of one or more of the policies to which this *Program of Action* relates.

** The American Library Association views all sanctions as grave, but particularly Section C. Such a sanction should be applied judiciously and only under extreme circumstances. Sanctions should be applied to administrations as a whole, and rarely, if ever, to specific individuals.

B. Suspension or expulsion from membership in ALA.

C. Listing of parties under censure in *American Libraries* as a warning to persons considering employment in an institution under censure that its practices and policies are in conflict with ALA policies concerning tenure, status, fair employment practices, due process, ethical practices, and/or the principles of intellectual freedom. On the same page with such listings of censured libraries shall appear the following statement:

> "The fact that the name of an institution appears on the censured list of administrations does not establish a boycott of a library, nor does it visit censure on the staff. There is no obligation for ALA members to refrain from accepting appointment in censured libraries. The ALA advises only that librarians, before accepting appointments, seek information on present conditions from the Staff Committee on Mediation, Arbitration and Inquiry at Headquarters."

VII. *Application of Sanctions*

Sanctions can only be applied upon the completion of a full fact-finding inquiry, leading to a formal report on the basis of which the Committee recommends the imposition of appropriate sanctions. No sanction shall be imposed except with the approval of the ALA Executive Board.

VIII. *Hearings*

Should the Committee recommend, and the Executive Board approve, the application of sanctions, the principals shall be notified that a hearing may be held to allow a final opportunity for appeals. Copies of the *full report* shall be forwarded to the principal(s) at this time.

IX. *Removal of Sanctions*

Sanctions may be withdrawn when the conditions causing their original imposition are corrected, and when there is reason to believe that ALA principles concerning tenure, status, fair employment practices, due process, ethical practices and/or the principles of intellectual freedom will be observed in the future. To effect the removal of sanctions:

A. Each year the Committee shall query sanctioned institutions to determine if conditions warrant removal of sanctions, and/or

B. The sanctioned administration shall request review of the case, furnishing pertinent information as to why the sanctions should be removed;

C. The committee votes to recommend to the ALA Executive Board that sanctions be removed or retained.

X. *Alternative Actions*

In addition to the possible sanctions, other recommendations for action can include, but are not limited to, the following:

A. Distribute summaries of the final report to the library and educational press, to national newspapers, and to other appropriate media, with a statement that copies of the full report are available from the Committee.

B. Assist, as appropriate, in finding suitable temporary or permanent employment for individuals who have lost their positions.

(The ALA Executive Board, at its meeting on April 28, 1971, adopted the following item, to become effective when Council adopts the *Program of Action for Mediation, Arbitration and Inquiry*).

XI. *Committee on Policy and Implementation*

A. In order to assure Council and the membership of full implementation of the *Program of Action for Mediation, Arbitration and Inquiry*, a Committee on Policy and Implementation is hereby established by the ALA Executive Board. The Committee on Policy and Implementation shall be composed of five members as follows:

President of the Association of College and Research Libraries, or his representative;

President of the Library Administration Division, or his representative;

Chairman of the Intellectual Freedom Committee, or his representative;

One member-at-large, appointed by the president of ALA;

President of ALA, Chairman

B. Function of Committee on Policy and Implementation.

The Committee on Policy and Implementation is authorized and charged with ascertaining that the intent of the *Program of Action for Mediation, Arbitration and Inquiry* is fulfilled and implemented, and that the Staff Committee on Mediation, Arbitration and Inquiry is working within the scope of the *Program of Action for Mediation, Arbitration and Inquiry* and is expediting with reasonable speed the just resolution of the complaints received.

Intellectual Freedom Statement

The heritage of free men is ours. In the Bill Rights to the United States Constitution, the founders of our nation proclaimed certain fundamental freedoms to be essential to our form of government. Primary among these is the freedom of expression, specifically the right to publish diverse opinions and the right to unrestricted access to those opinions. As citizens committed to the full and free use of all communications media and as professional persons responsible for making the content of those media accessible to all without prejudice, we, the undersigned, wish to assert the public interest in the preservation of freedom of expression.

Through continuing judicial interpretations of the First Amendment to the United States Constitution, full freedom of expression has been guaranteed. Every American who aspires to the success of our experiment in democracy—who has faith in the political and social integrity of free men—must stand firm on those constitutional guarantees of essential rights. Such Americans can be expected to fulfill the responsibilities implicit in those rights.

We, therefore, affirm these propositions:

1. We will make available to everyone who needs or desires them the widest possible diversity of views and modes of expression, including those which are strange, unorthodox or unpopular. Creative thought is, by its nature, new. New ideas are always different and, to some people, distressing and even threatening. The creator of every new idea is likely to be regarded as unconventional—occasionally heretical—until his idea is first examined, then refined, then tested in its political, social, or moral applications. The characteristic ability of our governmental system to adapt to necessary change is vastly strengthened by the option of the people to choose freely from among conflicting opinions. To stifle nonconformist ideas at their inception would be to end the democratic process. Only through continuous weighing and selection from among opposing views can free individuals obtain the strength needed for intelligent, constructive decisions and actions. In short, we need to understand not only what we believe, but why we believe as we do.

2. We need not endorse every idea contained in the materials we produce and make available. We serve the educational process by disseminating the knowledge and wisdom required for the growth of the mind and the expansion of learning. For us to employ our own political, moral, or esthetic views as standards for determining what materials are published or circulated conflicts with the public interest. We cannot foster true education by imposing on others the structure and content of our own opinions. We must preserve and enhance the people's right to a broader range of ideas than those held by any librarian or publisher or church or government.

We hold that it is wrong to limit any person to those ideas and that information another believes to be true, good, and proper.

3. We regard as irrelevant to the acceptance and distribution of any creative work the personal history or political affiliations of the author or others responsible for it or its publication. A work of art must be judged solely on its own merits. Creativity cannot flourish if its appraisal and acceptance by the community is influenced by the political views or private lives of the artists or the creators. A society that allows blacklists to be compiled and used to silence writers and artists cannot exist as a free society.

4. With every available legal means, we will challenge laws or governmental action restricting or prohibiting the publication of certain materials or limiting free access to such materials. Our society has no place for legislative efforts to coerce the taste of its members, to restrict adults to reading matter deemed suitable only for children, or to inhibit the efforts of creative persons in their attempts to achieve artistic perfection. When we prevent serious artists from dealing with truth as they see it, we stifle creative endeavor at its source. Those who direct and control the intellectual development of our children—parents, teachers, religious leaders, scientists, philosophers, statesmen—must assume the responsibility for preparing young people to cope with life as it is and to face the diversity of experience to which they will be exposed as they mature. This is an affirmative responsibility that cannot be discharged easily, certainly not with the added burden of curtailing one's access to art, literature, and opinion. Tastes differ. Taste, like morality, cannot be controlled by government, for governmental action devised to suit the demands of one group, thereby limits the freedom of all others.

5. We oppose labeling any work of literature or art, or any persons responsible for its creation, as subversive, dangerous, or otherwise undesirable. Labeling attempts to predispose users of the various media of communication, and to ultimately close off a path to knowledge. Labeling rests on the assumption that persons exist who have a special wisdom, and who, therefore, can be permitted to determine what will have good and bad effects on other people. But freedom of expression rests on the premise of ideas vying in the open marketplace for acceptance, change, or rejection by individuals. Free men choose this path.

6. We, as guardians of intellectual freedom, oppose and will resist every encroachment upon that freedom by individuals or groups, private or official. It is inevitable in the give and take of the democratic process that the political, moral, and esthetic preferences of a person or group will conflict occasionally with those of others. A fundamental premise of our free society is that each citizen is privileged to decide those opinions to which he will adhere or which he will recommend to the members of a privately organized group or association. But no private group may usurp the law and impose its own political or moral concepts upon the general public. Freedom cannot be accorded only to selected groups for it is then transmuted into privilege and unwarranted license.

7. Both as citizens and professionals, we will strive by all legitimate means open to us to be relieved of the threat of personal, economic, and legal reprisals resulting from our support and defense of the principles of intellectual freedom. Those who refuse to compromise their ideals in support of intellectual freedom have often suffered dismissals from employment, forced resignations, boycotts of products and establishments, and other invidious forms of punishment. We perceive the admirable, often lonely, refusal to succumb to threats of puni-

tive action as the highest form of true professionalism: dedication to the cause of intellectual freedom and the preservation of vital human and civil liberties.

In our various capacities, we will actively resist incursions against the full exercise of our professional responsibility of creating and maintaining an intellectual environment which fosters unrestrained creative endeavor and true freedom of choice and access for all members of the community.

We state these propositions with conviction, not as easy generalizations. We advance a noble claim for the value of ideas, freely expressed, as embodied in books and other kinds of communications. We do this in our belief that a free intellectual climate fosters creative endeavors capable of enormous variety, beauty, and usefulness, and thus worthy of support and preservation. We recognize that application of these propositions may encourage the dissemination of ideas and forms of expression that will be frightening or abhorrent to some. We believe that what people read, view, and hear is a critically important issue. We recognize, too, that ideas can be dangerous. It may be, however, that they are effectually dangerous only when opposing ideas are suppressed. Freedom, in its many facets, is a precarious course. We espouse it heartily.

Statement on Labeling (Adopted by the Intellectual Freedom Committee, June 20, 1971)

Because labeling violates the spirit of the *Library Bill of Rights*, the American Library Association opposes the technique of labeling as a means of predisposing readers against library materials for the following reasons: (1) Labeling is an attempt to prejudice the reader, and as such it is a censor's tool. (2) Although some find it easy and even proper, according to their ethics, to establish criteria for judging publications as objectionable, injustice and ignorance rather than justice and enlightenment result from such practices, and the American Library Association must oppose the establishment of such criteria. (3) Libraries do not advocate the ideas found in their collections. The presence of a magazine or book in a library does not indicate an endorsement of its contents by the library. (4) No one person should take the responsibility of labeling publications. No sizable group of persons would be likely to agree either on the types of material which should be labeled or the sources of information which should be regarded with suspicion. As a practical consideration, a librarian who labels a book or magazine might be sued for libel. (5) If materials are labeled to pacify one group, there is no excuse for refusing to label any item in the library's collection. Because authoritarians tend to suppress ideas and attempt to coerce individuals to conform to a specific ideology, the American Library Association opposes such efforts which aim at closing any path to knowledge.

Resolution on Nonremoval of Challenged Library Materials (Approved by the Intellectual Freedom Committee, June 20, 1971)

Whereas, the *Library Bill of Rights* states that no library materials should be proscribed or removed because of partisan or doctrinal disapproval, and Whereas, constitutionally protected expression is often separated from unprotected expression only by a dim and uncertain line, and Whereas, any attempt, be it legal or extra-legal, to regulate or suppress material must be closely scrutinized to the end that protected expression is not abridged in the process, and Whereas, the Constitution requires a procedure designed to focus searchingly on the question before speech can be suppressed, and Whereas, the dissemination of a particular work which is alleged to be unprotected should be completely undisturbed until an independent determination has been made by a judicial officer, including an adversary hearing, therefore, the premises considered, be it Resolved, that the American Library Association declare as a matter of firm principle that no challenged library material should be removed from any library under any legal or extra-legal pressure, save after an independent determination by a judicial officer in a court of competent jurisdiction and only after an adversary hearing, in accordance with well-established principles of law.

Resolution Restoring Charitable Deduction to Creative Artists and Authors

Whereas, it is recognized that a major purpose of the Tax Reform Act of 1969 was to equalize the benefit of cash contributions and contributions of property which had increased in value, and amendments to Sections 1221(3) and 170(b) and (e) of the Internal Revenue Code were enacted by the Congress to carry out this intent; and Whereas, the intent of the Congress, although founded in equity, has resulted in fact, in discrimination against the creators of letters, memoranda, and similar property, which formerly was given capital gains treatment and is now considered ordinary income property in their hands; and Whereas, while the tax incentives remain for collectors, inheritors, and, in some cases, dealers, the amendments have materially destroyed the same tax incentives for composers, authors, artists, and the like; and Whereas, major libraries, including the Library of Congress, have been the ultimate victims of this inequity, in that donations of important classes of material by the creators have become almost nonexistent, thereby impoverishing the research materials available to the public, therefore, be it Resolved, that we, the American Library Association, are in opposition to the changes made by the Tax Reform Act to Sections 1221(3) and 170(b) and (e) of the Internal Revenue Code; and that, we, the American Library Association, recognizing that the Congress has already begun to consider this inequity, urge the Congress to amend the Internal Revenue Code to reflect that the true intent of Congress was not to discriminate against composers, authors, and other creators of original works or against libraries and their users which benefit from donations of the materials they create.

Resolution on International Book Year

Resolved by the Council of the American Library Association in annual session at Dallas, Texas, that, recognizing the importance and value of an international book year, the support and activities of the American Library Association be directed toward participation, to the fullest extent possible, in International Book Year 1972 as initiated by UNESCO, sponsored by IFLA and the U.S. Government, and that the association shall encourage the libraries and interested citizens in the United States to do likewise.

Resolution on Office for Library Service to the Disadvantaged and Unserved

Whereas, Council, last year in Detroit, voted to establish an ALA Office for Library Service to the Disadvantaged and the Unserved; Whereas, financial support for libraries in the future will be largely determined by their response to library service to the disadvantaged which represents the highest priority of our national government; Whereas, ALA responsibility for this service has been reaffirmed time and time again as a major priority of this Association; therefore, be it Resolved that, Council recommend to the Executive Board that the proposed Office for Library Service to the Disadvantaged and Unserved be funded at the earliest possible time and that in the 1971–72 budget the first step be taken in accordance with the recommendation of COPES.

Resolution on Minorities Recruitment Program

Whereas, the full sum of $50,000 which had been set aside to implement ACONDA priorities was not used last year, and Whereas, the minority recruitment specialist was one of the ACONDA priorities unanimously approved by Council, be it Resolved, that $22,000 from the balance of the ACONDA contingency fund be used to implement the Minorities Recruitment Program.

Resolution on Governmental Intimidation

Whereas, ALA is concerned with the preservation of intellectual freedom, and Whereas, the freedom to think, to communicate, and discuss alternatives are essential elements of intellectual freedom, and Whereas, these freedoms have been threatened by actions of the federal government through the use of informers, electronic surveillance, grand juries, and indictments under the Conspiracy Act of 1968 as demonstrated in the case of the Harrisburg 6, now therefore be it Resolved, (1) that ALA Membership meeting at Dallas recognizes the danger to intellectual freedom presented by the use of spying in libraries by government agencies; (2) that ALA go on record against the use of the grand jury procedure to intimidate anti-Vietnam War activists and people seeking justice for minority communities; (3) that ALA deplore and go on record against the use of the Conspiracy Act of 1968 as a weapon against the citizens of this country who are being indicted for such overt acts as meeting, telephoning, discussing alternative methods of bringing about change, and writing letters; (4) that the ALA Membership at Dallas assert the confidentiality of the professional relationships of librarians to the people they serve, that these relationships be respected in the same manner as medical doctors to their patients, lawyers to their clients, priests to the people they serve; (5) that ALA assert that no librarian would lend himself to a role as informant, whether of voluntarily revealing circulation records or identifying patrons and their reading habits.

Gay Liberation Task Force Resolution

Be it resolved: The American Library Association endorses the following statement of position: "The American Library Association recognizes that there exist minorities which are not ethnic in nature but which suffer oppression. The association recommends that libraries and members strenuously combat discrimination in service to and employment of individuals from all minority groups, whether the distinguishing characteristics of the minority be ethnic, sexual, religious, or of any other kind.

ALTA Resolution on Advancement of Minorities in Public Library Service

Whereas, all surveys of library statistics reveal an appalling lack of minority representation on all levels of librarianship, especially at the higher levels, and Whereas, this situation reveals a lack of administrative policies and practices to ensure equal employment opportunity in libraries, and Whereas, the correction of this situation deserves immediate positive action by library policymakers, especially trustees, be it therefore Resolved, that ALA urges boards of trustees to take positive action to design and implement policies for the recruitment, employment, and advancement of minorities at all levels of library service, by such means as scholarships, work-study programs, and clearly delineated career ladders, and that boards of trustees work cooperatively with other agencies such as graduate library schools, library associations, foundations, and representative community groups to attain these goals.

Resolution on Fair Employment Practices and the Library of Congress

Whereas, the American Library Association has repeatedly affirmed its belief in the principle of equal employment, and Whereas, the Library of Congress, by virtue of its position as the national library, should be a beacon light in the field of equal employment, and Whereas, it is alleged by a personal member of the association that the Library of Congress discriminates on racial grounds in both its recruitment, training, and promotion practices; now therefore be it Resolved, that the Membership meeting call upon Council to effect an immediate inquiry into the facts of the case and with the purpose of assuring appropriate action with the least possible delay and with a full report to Council no later than Midwinter 1972, and that be it further Resolved that the Librarian of Congress be immediately informed of the ALA's grave concern over this matter and of its planned investigation.

Resolution on Dissemination of Information on the Tentative 1971–72 Budget

Whereas, the AASL Board of Directors is disturbed by the budgeting procedures of the association and the lack of consideration of membership priorities, and Whereas, the final approved form of the budget is not released by the ALA Executive Board until after the close of the Annual Conference, therefore be it Resolved, that the ALA Executive Board make public its action on the tentative 1971–72 budget to the ALA units by July 15, 1971, and to the membership via the *American Libraries*, in the September 1971 issue.

Resolution on Designation of Committees of Council

Whereas, Article VI, Sec. 1(a) of the Constitution of the American Library Association states that "The Council . . . shall be the governing body of the association," and Sec. 1(b) states that "the Council shall determine all policies of the association," and Whereas the Council is insufficiently involved in or informed about the important affairs of the association, many of which are conducted by committees not representative of or responsible to the Council, now therefore be it Resolved that the committees listed below be designated committees of the Council Intellectual Freedom, International Relations, Legislation, Organization, COPES, Committee on Planning (when formed); and be it further Resolved, (a) that the membership of these committees need not be exclusively from Council but that a majority of the members of each committee shall be drawn from Council; (b) that appointments to these committees shall be made by a Council nominating committee, composed exclusively of Council members, to be appointed by the president of ALA; (c) that the Constitution and Bylaws Committee be instructed to draft whatever revisions may be necessary in the Bylaws to effect the above changes in the Association's committee structure.

HIGHLIGHTS ANNUAL CONFERENCE

Adult Services Division

Library participation in the White House Conference on Aging was the topic of a program arranged by Leslyn Schmidt, chairman, ASD Committee on Library Service to an Aging Population, and Jean-Anne South, one of the two ALA delegates to the White House conference. Miss Schmidt reviewed the 1961 White House Conference on Aging, discussed the developments ensuing from that Conference of ten years ago, and offered some general information for librarians on work with an aging population. She also reported on a series of case studies which are a cooperative undertaking of ALA, Wayne State University, and the Institute of Gerontology (University of Michigan). Genevieve Casey, who is directing the case studies, has written a summary article that will appear in the October issue of *American Libraries*.

Defining "education" as "learning for survival," Miss South reported on her work as a member of the Task Forces on Education in preparation for next November's White House Conference on Aging. Recognizing that older people have many immediate concerns, such as: low income, the cost of health care, adequate places to live, and transportation, the Task Forces on Education has indicated a need for increasing Social Security benefits and has prepared a number of policy recommendations on education for consideration by delegates to the conference.

When an overflow crowd appeared at a meeting planned for a much smaller group, Peter Hiatt, Barbara Conroy, and Lawrence Allen rose to the "emergency" situation and involved actively those who remained in working on plans for a future ASD program at an ALA Conference.

Board of Directors. The ASD Board of Directors heard reports on plans for promoting each year's Notable Books selection; on publicizing "The Library Rights of Adults—A Call for Action"; on "Guidelines for Underground Material," a statement nearly ready for publication; on ways of following up the Conference on the Future of General Adult Books and Reading in America through similar meetings at the regional level; on plans for a program at the 1972 Chicago Conference on library service to the Spanish-speaking; and on a bibliography of bibliographies of Indian Materials for Adults.—*Andrew Hansen.*

Advisory Committee to the Office for Library Education

The advisory committee, with Wesley Simonton as chairman, approved for submittal to the ALA Executive Board at its fall meeting a proposal for a study of the education of librarians.

Committee members also developed a statement to be submitted to the ALA Executive Board later in the week regarding the design for an ALA Office for Library Manpower. Endorsed by the Committee on Accreditation and the Board of Directors of the Library Education Division, the statement reasserted the need for separate agencies devoted to library education and the personal welfare of librarians, and requested restoration of OLE's budget request for 1971-72.—*Agnes L. Reagan.*

ALA Committee on Accreditation

The ALA Committee on Accreditation (Kenneth E. Vance, chairman) at its meetings in Dallas approved a draft of the revision of the 1951 *Standards for Accreditation;* and established procedures and a tentative schedule for securing reactions to the draft in readying it for presentation to the ALA Council.

The committee granted initial accreditation to graduate programs of library education offered by the School of Library Science of the University of Iowa and the Graduate Library School of the University of Rhode Island. The committee also heard reports of visiting teams to two schools offering accredited programs; granted continued accreditation to one program; and postponed action on the second, which had been visited in late spring, until all of the necessary data are in hand.

A statement prepared by the OLE Advisory Committee opposing placement of library education in an ALA Office for Library Manpower was endorsed.

ALA's accrediting policies and procedures were discussed with Frank G. Dickey, executive director of the National Commission on Accrediting, during a session on June 24.

At its request, the COA Subcommittee to Consider Revision of Undergraduate Standards in Librarianship was discharged.

Finally, the conferences were held with representatives of eight schools interested in working toward accreditation.—*Agnes L. Reagan.*

ALA Committee on Instruction in the Use of Libraries

The meeting of the ALA Committee on Instruction in the Use of Libraries on June 21 at 8:30 p.m. was opened to one hundred participants. Small discussion groups comprising academic, school and public librarians and library educators considered the following questions under a leader active in the field of library instruction.

1. Is it possible to articulate library instruction among the various levels and types of libraries in a community?
2. How can we involve teachers for the better utilization of materials and planning of library instruction?
3. How does library instruction affect the continuing education of the individual?
4. What innovative methods and techniques can be used for motivation and instruction?

At the subsequent meeting of the Committee on June 23 tentative plans were made to hold a day-long "clinic" during the Chicago Annual Conference in which innovative audiovisual aids to library instruction would be demonstrated and consultants would be available.—*Helen M. Brown.*

American Association of School Librarians

Board of Directors. Concern over issues and problems was expressed by the president and president-elect, which set the atmosphere and attitude for all the meetings.

The number of ballots cast in 1971–72 election was lower than in past years. One candidate withdrew from nomination just prior to printing the ballots. The letter of withdrawal was submitted to the board.

The president requested specific budget items from Mr. Clift, executive director, ALA. The information did not satisfy the AASL board, and the executive secretary did not have answers other than those given at the Budget Assembly. A resolution resulted from the discussion of the report by the president-elect from the Budget Assembly meeting on June 19. It was not apparent that unit priorities (asked for in writing) had been considered and there was no way for units to understand the rationale for cuts. The resolution was sent from the AASL Board of Directors to the ALA Executive Board and the ALA Council "that the tentative budget be made public by Friday, June 25, so that program could be developed." No Council action was taken and on Friday the resolution was amended to read "tentative budget available to units of ALA by July 15 and final budget to membership via *American Libraries*, September 1971." ACRL had a similar resolution before Council and withdrew it to support the AASL amended resolution.

AASL will continue the "self study" but a special ad hoc subcommittee will be appointed to study the offices of AASL at ALA and NEA. This action came as a result of copies of pages from the ALA Executive Board minutes indicating their study of the AASL office at NEA. The AASL has questions about the operations at ALA and is willing to cooperate in any way possible to facilitate a worthwhile, objective study. NEA is moving into a Constitutional Convention and the results may add critical weight to the AASL association with other educational, governmental, and independent agencies and organizations. Results of the ad hoc subcommittee study will be made available to the ALA Headquarters Visiting Committee.

EB School Library Awards. Six schools were named as worthy of note from progress shown on the applications for the award. A discussion of the new awards outlined some of the objectives toward a redesigned plan to recognize program instead of progress.

Executive Committee. The AASL Executive Committee was constituted by vote for expediency and the bylaws will be changed to reflect the establishment of an Executive Committee.

AASL/ACRL Executive Committees. The Executive Committees of AASL and ACRL met in joint session. Discussion centered around the federation stand taken by both divisions and the suggested reorganization of Council.

Environmental Education Proposal. A proposal for $98,972 has been submitted to the U.S. Office of Education Office for Environmental Education. The proposal was submitted under the title of "Satellite Media Center for Environmental Studies."

Confederation of National Education Association. AASL is a member of this confederation (CONEA) including associations of NEA working together to focus on instructional and learning needs of students during this time of pressure for teacher rights.

Right to Read Task Force. A Task

Force will be appointed to work closely with the National Reader Center and the OE Right to Read Office, and to develop a network linked through the AASL State Assembly and regional directors.

Standards. AASL and the Association for Educational Communications and Technology (AECT) have appointed joint task forces. Task Force I is charged with revision of the present *Standards for School Media Programs*. Task Force II is charged with the development of System/District/Regional Standards.

A policy statement to be published in a special issue of ECT was passed. The statement said, "The American Association of School Librarians reaffirms its commitment to develop and to improve media programs for children's learning and instruction. We support the continued evaluation and revision by varied means to achieve this goal, such as standards, guidelines, professional education, and state certification codes. We believe that cooperative effort with national organizations with similar purposes is essential to achieve this goal. We support the collaboration of AASL with AECT in the revising and the formulating of standards."

State Assembly. The State Assembly delegates requested a stronger voice with the AASL board. The Assembly voted to seek section status and the board is studying possible alternatives that will provide better channels of communication. This is being studied in view of the fact that the State Assembly is made up of state school library group presidents, and that the State Assembly has served as the method by which states can affiliate with AASL.

Large City School Libraries. Librarians from the large cities sent a request that expressed concern over the lack of provision for personnel in ESEA Title II. The AASL Board shares the concern and will take steps to forward the joint concerns through appropriate channels at the Office of Education.

AASL Elections. Campaigning for offices in AASL was discussed. The consensus was that it should be discouraged and new ways sought to make candidates visible to membership.

Budget. A motion was made for a clarification of the ALA executive director's report in answer to the AASL president's earlier request for AASL membership statistics and dues. The accounting and budgeting procedures were questioned again.

In addition the School Library Manpower Project Advisory Committee questioned the budget summary from the ALA Accounting Office. The staff of the project could not answer the questions posed because of unclear and inaccurate figures. The advisory committee's report will be transmitted to the ALA Executive Board and COPES.

Educational Technology. The following statement was submitted by a board committee to be transmitted to ISAD:

> Whereas the clientele served by school library media centers have need for access to a variety of materials which use electronic and mechanical equipment in both library and classroom environments, AASL urges ISAD to concern itself with those aspects of educational technology related to the automated storage and distribution of this information. These aspects may include film, magnetic recording tape, video tape, microfilms, and other such media as may be used by individual users and stored in forms that lend themselves to electronic retrieval.

National Council for Accreditation of Teacher Education. AASL will provide a list of names to NCATE for use in setting up teams for accrediting teacher education. Guidelines will be established and submitted, and an orientation for those people will be explored.

Special Meeting. AASL Board of Directors will have a called meeting in November 1971.

Roberta Young, president, opened the annual conference for AASL with a total association orientation and a meeting of the State Assembly. Forty-six states had official state delegates participating in the State Assembly. Mrs. Charlotte Davis, director of Region VIII and chairman of the State Assembly Planning Committee presided over the State Assembly meeting.

State Assembly Breakfast. A full day of AASL Board of Directors meetings was preceded by the State Assembly Breakfast with Donald G. Emery, executive director, National Reading Center as the speaker. Dr. Emery said, "The crime of schools without libraries continues." He requested that the AASL appoint a Task Force to work in concert with the National Reading Council, the National Reading Center, and the Right to Read Office of the Office of Education.

Ruth Holloway concurred later in the day that school libraries and librarians will be expected to assume responsibility for assisting in moving the right and desire to read program forward.

In immediate action the AASL Board of Directors voted to appoint the task force requested by Dr. Emery for any kind of assistance that is needed to facilitate the program of both agencies.

AASL Luncheon. The Distinguished Library Service Award for School Administrators was presented to Paul Douglass West, superintendent, Fulton County (Georgia) Public Schools. He was cited for his long-term educational philosophy, which included providing a wide span of media for every teacher, boy, and girl in Fulton County. In accepting the award, Dr. West said that library media centers in every school with professional staff should be the minimum expectation of every administrator, teacher, student and parent.

Supervisors Section. Nolan Estes, superintendent, Dallas Independent School District, was introduced to the group following luncheon. He made very clear the important role and responsibility of the library media center and its staff in the total education of youth. He commended the Supervisors Section on the new publication *Supervision of School Library Media Programs: Philosophy and Bibliography* and quoted from the statement of philosophy.

International Relations Committee. A special emphasis will be placed on the International Book Year during the Chicago Conference. Carol Owen, U.S. State Department staff liaison to the Government Advisory Committee on Book and Library Programs, spoke to the AASL Board. She outlined some of the projects underway and expressed her willingness to cooperate in any efforts proposed by AASL. The International Seminar for School Library Media Specialists is one project planned in cooperation with AASL.

The new International Association of School Librarianship is holding its organization meeting in Jamaica during the World Confederation of

Organizations of the Teaching Profession (WCOTP). The AASL delegate to the Jamaica WCOTP Meeting is John Rowell, past president of AASL. Charter membership is available through Jean Lowrie, Head, Department of Librarianship, Western Michigan University, Kalamazoo, MI 49001.

Membership Meeting. Copies of the new AASL purpose statement, the AASL goals and priorities statement, the AASL resolution on federation, and the bylaws were distributed at the membership meeting.

A Citation of Merit for the *Standards for School Media Programs* was presented by the Catholic Library Association at the CLA Annual Meeting and the AASL president presented the citation to the AASL executive secretary for the archival records.

A new program of School Library Awards was announced. The redesign will be submitted to the AASL Board of Directors and Encyclopaedia Britannica for approval.

A royalty check of $1,560.59 was presented to the AASL president by Mary E. Gaver, author of *Emerging Media Centers* published by Encyclopaedia Britannica. The check was $500 in excess of accrued royalty and therefore against future sales.

The statement passed by the board of its commitment to joint efforts with AECT in improving media programs for student learning and instruction, to be published in a special issue of "Ect" along with the AECT statement, was presented to the membership (approved by the AASL Board of Directors, June 21, 1971; presented to the AASL Membership, June 22, 1971):

> The American Association of School Librarians reaffirms its commitment to develop and to improve media programs for children's learning and instruction. We support the continued evaluation and revision by the varied means to achieve this goal, such as standards, guidelines, professional education, and state certification codes. We believe that cooperative efforts with national organizations with similar purposes is essential to achieve this goal. We support the collaboration of AASL with AECT in the revising and the formulating of standards.

The new purpose statement was accepted as a bylaws change.

A School Library Manpower Project progress report was given by Robert Case, director, and the directors of the experimental programs were introduced.

The Resolutions Committee submitted four resolutions which were passed by membership: (1) Recognized the exceptional service provided by Roberta Young as president in 1970–71; (2) Commended the contributors to the Conference; and (3) Commended the services of Nancy O'Sullivan; and (4) Welcomed assistant executive Secretary's new daughter Kelli Jo Stenstrom.

Discussion and clarification of federation was expressed in a motion by Bernard Franckowiak which called for AASL to join ACRL in a push for ALA reorganization into a federation library Association.

Budget presentation resulted in a resolution which was tabled at the membership meeting. The resolution called for AASL withdrawal from ALA unless full requested funding was restored. Following the tabling of the resolution, a motion was made and passed.

> That the president and board of directors of AASL make a study to determine problems and advantages of becoming an independent organiza-

tion, and that this report be filed at Midwinter, Chicago, January, 1972, and mailed to the membership prior to the June, 1972, Chicago Membership meeting.

A resolution submitted to the ALA Executive Board and Council earlier and approved by AASL Board of Directors on June 20, 1970, called for a report on budget action at the last Council meeting, and this was later amended to call for a report in the September *American Libraries.*

In an attempt to stimulate interest in the activities and business of the total association, AASL members were urged to attend all ALA Membership and Council Meetings and to sit in a body to provide visibility and maximum participation. — *LuOuida Vinson.*

American Library Trustee Association

Trustees, three hundred strong, met in Dallas to hear about pornography in the United States, receive advice and materials to help combat censors, talk about local problems, discuss new trends in public libraries, and share regional experiences.

William B. Lockhart, chairman of the U.S. Commission on Obscenity and Pornography, told a luncheon audience that he had joined the commission with the feeling that there should be restraints on certain published materials but that the overwhelming amount of evidence gathered by the commission had convinced him that all materials should be freely available to all adults without restriction. Following Dr. Lockhart's observations, ALTA introduced an intellectual freedom kit of materials designed to help local boards, workshops, or statewide gatherings discuss and prepare practical plans for promoting intellectual freedom. This second in a series of Project Every Library Board kits is available from ALTA's Chicago office for $2.50.

Swap talk sessions for small groups were held on legislation, intellectual freedom, administrators and trustees, state library agencies and outreach programs and meetings of trustees from geographic regions provided interstate communication.

Trustees also heard of new trends in public libraries as revealed by community surveys and demonstrated by the report of the New York commissioner of education. Those attending agreed on the importance of keeping up to date with new ideas and techniques affecting their responsibilities.

Realizing that only a small percentage of ALTA members can attend annual conferences, steps have been taken to extend the benefits to all ALTA members through published reports in the trustee newsletter that will bring the substance of ALTA conference meetings to all members. (Watch for your September *Public Library Trustee.*)

Meanwhile ALTA committees were pondering over such difficult questions as whether to offer membership to library boards rather than individual trustees, how federation of ALA would affect ALTA, how to distribute a slide-tape show on outreach programs entitled "Where the People Are—The Library Goes" (by interlibrary loan from the ALA Headquarters Library), and whether trustees should have an organization separate from ALA.

Trustees from urban libraries met concurrently with ALTA and laid concrete plans for raising revenue with which to support their strong interest in library legislation. Plans are progressing for incorporation of this group into the ALTA structure in such a way as to benefit the entire association.

The ALTA Board of Directors was also active in carefully monitoring the actions of the ALA Membership and Council meetings and in taking stands on several controversial issues. Perhaps most important was their solid support of a resolution calling for trustees to build an active program in their libraries of recruitment and promotion of minorities. The full text is elsewhere in this issue as well as in the September *PLT*.—*Donald Trottier*.

Association of College and Research Libraries

Membership Meeting. The membership of the Association of College and Research Libraries, meeting on Thursday afternoon, voted to accept as a working document the "Standards for Faculty Status for College and University Librarians," as proposed by the Committee on Academic Status and published in the June issue of *College and Research Libraries News*, with the exception of item four, Education. It was agreed that these standards would be the basis for discussion in future meetings with the American Association of Colleges (AAC), the American Association of University Professors, and other educational and professional associations. The membership also overwhelmingly approved the following resolution calling upon the ACRL Board of Directors to assure the establishment of an ACRL Office for Academic Status:

> Whereas, the achievement of academic status for all academic librarians is a pressing need, and
>
> Whereas, it has been demonstrated that those librarians who have academic status may, without adequate assistance, lose that status, and
>
> Whereas, the ACRL Board of Directors have voted to establish an Office for Academic Status at ACRL headquarters to provide the needed services and assistance for the achievement and retention of academic status by academic librarians, and
>
> Whereas, it is obvious that the proposed "Program of Action for Mediation, Arbitration and Investigation" [*sic*] will not meet all the needs of academic librarians,
>
> Be It Therefore Resolved That the ACRL Membership Meeting instruct the Board of Directors to assure the establishment of the Office for Academic Status without delay by securing full funding for this office in the 1971–72 budget, and,
>
> Be It Further Resolved That, failing to achieve this funding through allotment from the ALA, the ACRL impose a fee of five dollars ($5) upon each of its personal members and ten dollars ($10) upon each of its institutional members, as provided in the ALA Bylaws, Article VI, Section 6 (c), the proceeds of this assessment to be used exclusively to support the establishment and operation of an Office for Academic Status.

Upon recommendation of the ACRL Publications Committee, membership voted to strongly object to the COPES planned reduction of *C&RL News* to a bimonthly publication and the cutting of funds for *Choice* by $50,000 and issued the following resolution:

> Among the highest priorities of ACRL is a continuation of the current publishing program of *Choice*, *CRL*, *ACRL News*, and *Monographs* at the same level of professional excellence they have enjoyed in the past. For that reason the ACRL Publications Committee recommends to the membership

that it enter its strong objections to the COPES reduction of funds in the amount of $50,000 for *Choice* and reduction of *ACRL News* to a bimonthy publication. We further recommend that the membership convey to the ALA Council its view that the prospective reduction of $50,000 in the budget of *Choice* and the proposed reduction in the number of issues of *ACRL News* are completely unacceptable to the members of ACRL.

The work of the ACRL Task Force Committees on Goals, Structure and Finances was outlined at the membership meeting and it was agreed this group should continue to develop proposals for a more autonomous association.

Board of Directors. The ACRL Board of Directors endorsed a proposal for the expansion of the AAC/ACRL Joint Committee to include the American Association of University Professors. The approval of the ALA Committee on Organization was received and the ALA Council agreed. The board also passed a resolution submitted by the Committee on Academic Status deploring the action of the board of regents of the University of Minnesota with regard to J. Michael McConnell and urged it to rescind its action and employ him.

Whereas, The Committee on Academic Status of the ACRL in its work to improve the quality of academic libarianship reaffirms the principle "that academic staff should be hired, retained, and promoted on the strength of academic and professional criteria and not on the basis of personal characteristics irrelevant to the fundamental mission of the University," therefore

Be It Resolved that the ACRL deplores this action of the board of regents of the University of Minnesota, and urges the board to rescind its action and employ Mr. McConnell and that this resolution be forwarded to the appropriate authorities.

In other action the Board voted to establish an Ad Hoc Committee on Bibliographic Instruction.

Rare Books Section. The membership of the Rare Books Section decided to change the name of the section to the Rare Books and Manuscripts Section.

Subject Specialists Section. A petition to establish an Anthropology Subsection of the Subject Specialists Section was received and approved by both the executive committee of the section and the ACRL Board of Directors.—*Jordan M. Scepanski.*

Association of Hospital and Institution Libraries

Highlighting the annual conference for AHIL was a new statement of responsibility written for the division by its Committee on Organization and approved by its board of directors.

Under this new statement AHIL hopes to assume the responsibility for serving the special handicapped in all environments. Among those to be served are persons with health, social, and behavioral problems and the staff serving them. Library services for these persons may be provided in the community or in special facilities and institutions. The new statement of responsibility will be submitted to the ALA Committee on Organization at Midwinter.

In the interim the statement will be published in the *AHIL Quarterly* and membership opinions and comments will be solicited; remarks will also be asked for from other divisions of ALA having an interest in this area of service.

Much of the remainder of the activity of the Board and committees at the conference revolved around work in progress and recommendations for new programs to be carried out by various segments of the division. Some of the more interesting to ALA members generally are:

1. Five recent publications of AHIL. They are (*a*) *Prison Libraries: Bibliography*, (*b*) *A Brief History of Libraries in American Correctional Institutions*, (*c*) *Medical Books for the Public Library* (fourth rev.), (*d*) *Professional Reading for Library Staff Members in Hospital Libraries* (fourth edition, reprinted from the *AHIL Quarterly*, vol. XI, No. 1, Fall, 1970), and (*e*) *Libraries in a Therapeutic Society* (price $1). Single copies of all except the last item are free.

2. The Bibliotherapy Committee is to develop a list of mental health materials and a directory of resource centers for mental health materials.

3. The LED/AHIL Committee on Education for Hospital and Institution Librarianship came up with the following recommendations to stimulate education and training for institution librarians:

(*a*) Recommend that library schools include materials on the subject in course work. The committee would try to give practical, specific suggestions on content, bibliography, resource people, and field trips.

(*b*) Communicate with both library and nonlibrary groups concerning the committee's charge to identify other agencies involved with librarians and agencies involved with personnel using library services of this type.

(*c*) Nonlibrary personnel should be educated to the need for library service.

The AHIL program brought in a panel of nonlibrary personnel working with various types of institutionalized groups to tell librarians how they might help in achieving the rehabilitation goals of the institution. Keynote speaker George Beto, director of the Texas Department of Correction, spoke about the overall goals of the institution and then the remaining panelists touched on the same subject from their point of view. Generally all speakers related library service to both academic and vocational education programs of the institution.

The AHIL dinner was the occasion for the presentation of the AHIL Exceptional Service Award to Margaret C. Hannigan for her many years of devoted service to the cause of hospital and institution library service. In her remarks Miss Hannigan noted that much of her success was due to the good fortune of being in the right place at the right time. All of her friends and colleagues knew that it was not luck but rather her dedication and hard work that has brought Miss Hannigan recognition and honor.—*Ira Phillips.*

Association of State Library Agencies

A new statement of the role of the state library agency was approved for publication and distribution.

The board recognized the need for an easy mechanism to tap federal funds in order to sponsor joint programs and appointed a liaison with the USOE office to explore the possibilities. An ASLA member was appointed to do a position paper on federal revenue sharing in relation to library programs and its implications for ASLA.

The board gave basic support to the program outlined by the American Indian Task Force and appointed a liaison with the group and will formulate a statement of concern to be finalized at the Midwinter Meeting.

A joint proposal of ASLA and ALTA designed to educate and orient state library boards and commission members to their responsibilities was approved and will be submitted for the J. Morris Jones-World Book Encyclopedia-ALA Goals Award.

The possibility of a joint program with ISAD, as a follow-up to the Airlie House Conference concerning library networks, was proposed for the Chicago Conference.

The board approved the formation of a discussion group of state library personnel with direct responsibility for library service to institutions.

A statement prepared jointly by ASLA and ALTA concerning the role of the state library agency trustee was approved.

A proposal will be drafted covering what aspects of standardization are needed by state library agencies to be submitted to the National Commission on Library and Information Services for action.—*Gerald M. Born.*

Children's Services Division

Program Meeting. This session was planned by the Library Service to Exceptional Children Committee, with Harris McClaskey as chairman, and was presented in cooperation with AHIL, ALTA, PLA, YASD. The theme was "I Am Me," with Moya Duplica (associate professor, School of Social Work, University of Washington) as the guest speaker. Following her presentation there was some dialogue between her and Dr. McClaskey on what is being done now and the audience participated with comments and questions.

Membership Meeting. Winners of the Charles Scribner's Sons Awards for 1971 were introduced: Meredith Bishop, Milwaukee Public Library, Milwaukee, Wisconsin; Sheila R. Furer, Fort Vancouver Regional Library, Vancouver, Washington; Mary Anne McIntire, Willow Dale Elementary School, Warminster, Pennsylvania; Elizabeth Thompson, Giddings Elementary School, Washington, D.C.

Diane Chrisman, incoming chairman of the May Hill Arbuthnot Honor Lecture Committee, announced that the host for the 1972 lecture will be the Graduate Library School, University of Chicago. The lecturer will be Mary Ørvig, director of the Swedish Children's Book Institute.

Fabio Coen, Pantheon Books, received the citation for the 1971 Mildred L. Batchelder Award from Miss Marian Capozzi, member of this year's committee. The winning title was *In the Land of Ur* by Hans Baumann, translated by Stella Humphries.

It was announced that the Frederic G. Melcher Scholarship will be increased to $3,000 in 1972–73. The recipient for 1971–72 is E. Relleen Smith, who plans to attend the Louisiana State University Library School.

An informal reception with an opportunity for meeting officers, board members, and committee chairman followed the meeting.

Board of Directors. Ruth Love Holloway, director of the Right to Read Program in the HEW Office of Education, met with the board and sketched her plans for the Right to

Read Program. She emphasized the need for library support in any reading program, said that librarians need to let them know what is needed, and cited the value of a handbook showing how libraries can help in Right to Read. Referring to plans for a series of regional conferences and workshops, Dr. Holloway said librarians will be included on the planning committees.

The official report to the president of the 1970 White House Conference on Children was noted, with special reference to the Right to Read Forum's report and the part libraries must play in its implementation. The board recognized the need for careful analysis of the total report to bring together all implications in the recommendations for library services.

John Benford and Charles Peguese briefed the board on the Student Library Research Center in Philadelphia, of special interest because of the implications for Total Community Library Services.

Pauline Winnick reviewed the organizational chart for the Bureau of Libraries and Educational Technology, USOE, and summarized the programs and priorities of the office as related to services to children. The emphasis is to meet the needs of the disadvantaged, both urban and rural.

Virginia Haviland noted current publications of the Library of Congress and called attention to increased activity in the international field. About 2,500 children's books from other countries are received each year and their resources for answering questions in this area are increasing. An additional staff member is expected soon and this will mean that the Children's Section can do more in disseminating information on children's books from other countries. She announced that IBBY 1972 will be held in France at the end of May.

It was announced that Charles Scribner's Sons will offer the awards given this year *again* in 1972. This grant from the publisher makes possible a gift of $250 each to four librarians working with children—two in elementary schools, two in public libraries—to attend the ALA Annual Conference. Three of the 1971 Scribner Award recipients met with the board at its final session and gave their impressions of their first ALA Annual Conference.

Morton Schindel presented a proposal for an annual award for the most distinguished film for children, in the same manner as Frederic Melcher gave the Newbery and Caldecott medals, to be administered by ALA-CSD. Mr. Schindel would underwrite the cost of the trophy and all expenses of administering the award. The board received the proposal with appreciation and authorized appointment of an ad hoc committee to study the matter. Informational copies of the proposal and action were sent to the ALA Audiovisual Committee.

The Research and Development Committee reported concern about library needs of the preschool child and noted the lack of information on what libraries are doing presently in this area. They reported initial plans for a study to identify such patterns of service. The board encouraged the committee to continue work in this area but requested more specific information regarding definite procedures and a calendar, before taking any formal action.

The Mildred L. Batchelder Award Committee for 1972 announced the nomination of five titles (all published in 1970) from which the winner will be selected by membership vote in December 1971: Nominees selected are: ***The Crane***, by Reiner Zemnik, translated from the German by Nina Ignatowicz and F. N. Monjo (published by Harper and Row); ***Escape***, by Ota Hofman, translated from the Czech by Alice Backer (published by Alfred A. Knopf); ***Friedrich***, by Hans Peter Richter, translated from the German by Edite Kroll (published by Holt, Rinehart and Winston, Inc.); ***The Little Chalk Man***, by Vaclav Ctvrtek, translated from the Czech by Ivo and Atyo Havlu (published by Alfred A. Knopf); ***Marius***, by Rolf Døcker, translated from the Norwegian by Oliver Stallybrass (published by Harcourt, Brace, and Jovanovich, Inc.).

Careful consideration was given to the terminology "runners-up" for the Newbery and Caldecott awards. Alternate terms were suggested and after presentation at the first session, it was voted during the last session to change the terminology from "runners-up" to "Newbery Honor Book," and "Caldecott Honor Book." It was further agreed to make silver facsimile seals available to publishers for "runners-up" with these new designations. The change is to be retroactive.

Draft for the statement "Newbery-Caldecott Publicity: What *You* Can Do," prepared by a subcommittee of the ALA-CBC Joint Committee, was approved. The CSD Office was authorized to have this duplicated and to distribute it through state agencies and others as soon as possible. The purpose of this is to encourage coordination of local publicity with national news media.

Three committees were discharged, with appreciation: Advisory Committee to Books in Africa; Bibliography Subcommittee of the Library Service to Disadvantaged Child; Publication Planning.

Highlights of committee reports received included: International Relations Subcommittee of the ALA committee with comment on plans for International Book Year 1972 and the addition of five new repositories for the CBC-CSD Scoggin Collections; Liaison with National Organizations Serving the Child with continuing expansion of its program; Library Service to the Disadvantaged Child, completing work on a leaflet for Day Care Centers indicating library services available and appropriate.—*Ruth W. Tarbox.*

Committee on Legislation

The first meeting of the Legislation Committee was a three-hour information session for interested conference attendees. Included on the program were John R. Price, Jr. (special assistant to the president), who spoke on revenue sharing and the reorganization of the executive branch; Frank Norwood (executive secretary of the Joint Council on Educational Telecommunication), who discussed CATV and its implications for libraries; Burton Lamkin (associate commissioner, Bureau of Libraries and Educational Technology, U.S. Office of Education), who gave a status report on the bureau's activities; and a panel on the Higher Education Act, Title II, which included Mr. Lamkin, Edmon Low (professor of library science at the University of Michigan), Eileen Cooke of the ALA Washington Office staff, and Ralph McCoy (director of Libraries, Southern Illinois University), and a COL member, who served as moderator. The Legislation Committee plans to hold similar information meetings at future conferences.

During the Dallas Conference the Legislation Committee finally realized a long-awaited goal, the establishment of a new subcommittee, the Legislation Assembly. Each division was invited to appoint a representative to the assembly, and, by the end of the conference, all the divisions were represented. With a forum for the exchange of information on legislation between divisions and the ALA Legislation Committee, it is to be hoped that the entire ALA legislative program will be strengthened. The assembly elected its officers, a chairman (Guenter Jansen, PLA, who is to meet regularly with the Legislation Committee), a vice-chairman (Martha Boaz, LED), and a secretary (Richard Cheski, LAD). Several suggestions were made for possible Legislation Assembly projects in the areas of Manpower, CATV, Early Childhood Education, Aging, and Legislative Networks.

At its final meeting, the ALA Legislation Committee discussed three areas of concern: the revision of the ALA Federal Legislative Policy, which is scheduled to be ready for Council approval at Midwinter 1972; the establishment of a national legislative network, with the aim of bringing maximum constituent effort (through the chapters of ALA) to bear on every member of Congress to emphasize the importance and needs of libraries; and the holding of regional legislative workshops, a priority item for which the Legislation Committee continues to seek sources of funding. The Legislation Committee also approved a draft resolution to restore charitable deductions to authors and artists who might donate their works to libraries. This resolution, adopted by Council on June 25, supports legislation to counteract the unfortunate results of the Tax Reform Act of 1969, which permits a creative artist to deduct only the cost of his materials, with no allowance for the additional value supplied to a work by his artistic inspiration.—*Ellen Lundblad.*

Information Science and Automation Division

New Editor for *JOLA*. The appointment of Alvin J. Goldwyn as editor of the *Journal of Library Automation* beginning with volume five, 1972, to replace Frederick G. Kilgour, the first and current editor, was approved by the ISAD Board of Directors. Mr. Goldwyn was an instructor in English at Western Reserve University after completing his master's in English at UCLA. After a stint as lexicographer at World Publishing Company, he became associated with, and later executive director of, the Center for Documentation and Communication Research of the School of Library Science of Case Western Reserve University where Mr. Goldwyn is presently professor of library science. Miss LaVahn M. Overmeyer, associate professor of library science at CWR, will be associate editor.

Mr. and Mrs. Kilgour (Mrs. Eleanor Kilgour has been assistant editor since the first issue) were thanked for their four years of effort in starting a new professional research journal and in bringing it to the point of international prestige in such a short time. *JOLA* now has 1,100 subscribers in addition to the 4,300 ISAD members.

JOLA Technical Communications Cut 50 Percent. The recommendation of COPES for a blanket reduction of

50 percent in the budgets of all newsletters will result in a reduction to six issues per year for the newsletter instead of the present twelve. Although the cut was in the budget and not in the number of issues, mailing and postage costs exceed the charges for paper and printing for each issue necessitating the halving of the number of issues in order to reduce costs by one half.

Both the ISAD Editorial Board and the ISAD Board of Directors questioned the validity of this cut, particularly without commensurate reduction in the subscription fee or the production charge made by Publishing Services Department. A statement about this concern was written and presented to the new ALA Executive Board at its first meeting on Saturday, June 26.

ACONDA Recommendation. In the spirit of the ACONDA recommendation to reduce the complexity of the structure of the association through the continuing examination of committees and the retention of only those essential to the operation of the division, the ISAD Board of Directors eliminated three standing committees—Bylaws, Organization, and Planning—and three special committees—Library Systems Standards, Special Institutes, and Tutorials. These committees will be replaced by ad hoc committees as specific needs arise. Seven committees remain in the ISAD structure.

Other Cooperative Actions. In a continuing spirit of cooperation the ISAD Board of Directors: (1) approved the statement of function and organization for a proposed RTSD/ISAD/RSD Interdivisional Committee on Bibliographic Representation in Machine Readable Form; (2) endorsed the statement "Library Rights of Adults—a Call for Action" distributed by the Adult Services Division; (3) approved the letter sent by the ISAD executive secretary to the chairman of the Special Committee to Study ALA's Annual Conference in which the necessity for sharply increased program substance at the division (i.e. job) level is emphasized; and (4) approved the resolution submitted by the Office for Recruitment that positive action on the recruitment, employment, and advancement of members of minority groups at all levels of library service be taken.

Four Applications Seminars Planned. At the Midwinter conference the ISAD Board of Directors, upon the recommendation of the Conference Planning Committee, voted to discontinue the successful institute series: MARC II Institutes, Tutorials in Library Automation, and School Library Automation Institutes and substitute in their stead four Applications Seminars to be held one per month from February through May, 1972; all will be held in New York City. Final selection of the topics will be made by the Conference Planning Committee this summer. Possible topics include: on-line systems, telecommunications technology, computers onto microfilm (COM), automated library management systems, and a second library automation workshop in administration and management.

Library Telecommunications Study. The ISAD Telecommunications Committee has proposed that ISAD, with the assistance of outside funding, conduct a study of telecommunications technology intending "To define an array of telecommunications needs in libraries, specify performance and technical criteria, constraints, and objectives, and recommend a coordinated plan for attaining objectives." A subcommittee will prepare a detailed statement of the study for submission to a funding agency through regular ALA channels.

The two-phase study is expected to take nine months and is to be conducted by a qualified research organization.

Symposium for Education in Information Science. In cooperation with the Education Committee of the American Society for Information Science, the ISAD/LED Interdivisional Committee on Education for Information Science is planning a symposium to serve as the basis for a curriculum development project and to provide communication among educators from the various information science orientations: library science, information scientists, computer science, and information science programs in subject related programs.

The symposium, which will be open to all educators interested in information science instruction, will be held November 11-13 in Denver, Colorado, following the ASIS Annual Conference. The program includes an overview of information science education, integration of information science into the various disciplines and the creation of the information science program, problems of the integrated program, and curriculum development approaches, models, and implementation. It is hoped that both a publication (i.e. state-of-the-art) and an outline of research needed can be products of this symposium.—*Don Culbertson.*

Junior Members Round Table

JMRT kicked off its part of the convention with the traditional Sunday afternoon orientation session, but this year it was a different sort of powwow. Sporting headbands and tall feathers, the ALA Executive Board answered questions from the waiting "braves" in the audience. The new conference attendees at ALA queried the "big chiefs" about which meetings were closed, the purpose of Council, ACONDA, how to get on an ALA or division committee ("Try the JMRT Clearinghouse"), how to find a job ("Go to the cocktail parties"), and how to get invited to the cocktail parties. When the audience was questioned out, JMRT Chairman Richard Waters urged everyone to take advantage of the cash bar and get to know the "establishment," easily identified by the bright red feathers.

The JMRT banquet, held on Monday night, also broke tradition. Instead of a speaker, JMRT members spent a gala evening at the Barn Dinner Theater. Stuffed with food, entertained by a floor show, regaled by Neil Simon's "Plaza Suite," there was still energy left for dancing. One JMRT old-timer was heard saying it was the best JMRT social function since the winery tour in San Francisco. Most felt that kind of program should be continued.

Various special interest groups used the JMRT booth for rap sessions at various times scattered through the convention. Discussions resounded on such topics as a "Greenaway-type" plan for books from minority publishers; intellectual freedom; Women's Liberation; and services to sundry minority groups including chicanos, blacks and homosexuals. Information was available on a host of other topics. JMRT would like to thank ALTA for allowing it to share ALTA's booth.

Business Meeting. At the JMRT business meeting, membership voted to approve the amendments to the round table's constitution and bylaws, with the increase in the dues from $2 to $5 the most prominent change. The JMRT membership also expressed their grave concern over ALA's budget. In response to this concern, a resolution was written and passed by the JMRT members censuring COPES for failing to recommend an ALA budget that reflects the priorities established at the 1970 Detroit conference. The resolution was subsequently presented at the ALA Membership Meeting and passed.

Barbara Wagner has resigned as State Affiliates Chairperson to return to school. Appointed to replace her is Howard Downey, Bellingham Public Library, P.O. Box 1197, Bellingham, WA 98225. JMRT affiliates, or state JMRT groups wishing to affiliate, may contact Downey for information, assistance, etc.—*Nancy Doyle.*

Library Administration Division

Program Meetings. Erich Segal's witty and scholarly address on "What Is Literature Anyway?" was one of the brightest highlights of the ALA Conference. He lectured to the 1,000 attendees at the Friends of Libraries luncheon, Thursday, June 24, on the social impacts and changes and developments in literary forms from the time of Homer to now. The development from preliterate to literate to multiforms of literary art, and the essentiality of the music of life were stressed by Dr. Segal.

Other Dallas program highlights of the Library Administration Division were the late Friday afternoon program on "The Rater and the Rated" panel discussion, with Robert Gitler, Kathryn Renfro, and Carol Antrim discussing the pros and cons and methods of formal employee ratings. The LOMS Statistics Coordinating Committee was encouraged by the general interest in the plans for better coordinated and expanded collection of statistics and data. The Insurance for Libraries Committee followed their progam meeting with a committee planning session to discuss ways of providing more general and technical information to librarians about prevention of catastrophies and providing for adequate insurance coverage.

"Dollar Decisions," a Preconference Institute sponsored by LAD-LOMS, was attended by approximately 160 persons who identified the problems of budgeting and searched for alternative patterns of budget preparation forms and policies. One of the highlights of that Preconference Institute was the presentation on "Planning Resource Use" by Selma Mushkin, director of the State and Local Finances Project, Georgetown University, Washington, D.C.

The Staff Development Committee of LAD-PAS held a micro-workshop which was attended by approximately 250 persons. This was the largest attendance thus far in the series of early conference workshops—its theme: "Understanding Motivation." The committee is planning for a one-day workshop, to be held on Monday, June 26, 1972, at the Chicago Conference, on the "Role of Educational Technology in Staff Development."

Another highlight of the LAD activities at the Dallas Conference were the public hearings on "Truth in Job Advertising," sponsored by the LAD-PAS Committee on Economic Status, Welfare and Fringe Benefits. This committee held two sessions of hearings. Approximately sixty persons testified, primarily on problems related to job interviews and sexual discrimination. At the second session of the hearings approximately forty-five persons attended and heard two persons who testified on job advertising as related to salaries. At that hearing a representative of the JMRT also outlined the program of that group regarding an anticipated study of "First Job Satisfaction."

Robert O. Carlson, president of the Public Relations Society of America, spoke on "Image and Reality, How Our Public Perceive Us," at the LAD-PRS program on Monday.

The PRS also sponsored a meeting of the Friends of Libraries Committee. This meeting included a presentation of two films, one on the Berkeley (California) Public Library media mobile program, and one on the San Francisco Public Library outreach program. The Denver Public Library presented slides illustrating their FAR (Friends and Reading) program. This was followed by a Friends group discussion of general programming and fund raising.

The highlight of the LAD-CSS program was a presentation on Monday evening, of three case studies in computer based circulation systems. Information about these three systems was presented by librarians of Ohio State University Libraries, the Arizona State University Library, and the Wayne County (Michigan) Federated Library System.

The LAD-BES presented informational programs based on the general theme, "Planning Libraries for Media Services." (The BES considers their programs held in Dallas as one upmanship as related to the general theme for the Chicago 1972 programs, which are to be allied to "Men, Medium and Machines!") One of the major addresses of the BES program was "Media Services in Libraries" by C. Walter Stone, chairman of the Joint Management and Research Consultants in Palo Alto. Other presentations in this program were on "Engineering Problems," "Storage and Shelving," "Architectural Problems," "Cassette Duplicating in Libraries," "Planning Nonprint Production Facilities," and "Copyright Problems of Reproduction." The BES is planning to publish reports of these presentations as soon as possible.

Board of Directors. The Small Libraries Publication Committee reported to the LAD board that one of its current major activities is the revision of pamphlet number 13, *The Small Library Building.* This pamphlet in the Small Library Project Series is now being revised to bring it up to date with information about trends in small library physical facilities and includes illustrations of recent constructions. The pamphlet on *Weeding the Small Library* (number 5a) is also in process of revision. The committee also reported the completion of the newly revised pamphlet number 12d entitled *Try These for Size: Replacement List for Series in Juvenile Fiction.*

Another activity of the LAD of general interest is the sponsorship of a new edition of the publication *Local Public Library Administration.*

An advisory committee of LAD is presently working with an editor to design a new edition of this administrative tool. The first edition was cosponsored by the International City Managers' Association (now the International City Management Association, ICMA) and LAD-ALA. The ICMA is continuing to cooperate with LAD on advising for the plan of a new edition of this work.

One of the LAD activities of great interest to the profession is the compilation of information regarding "Equal Employment Opportunity: Affirmative Action Plans for Libraries." This compilation of information was prepared by Barbara Manchak, personnel assistant, LAD, and presented to the LAD Board at the Dallas Conference. It will be published in the October issue of *American Libraries*. The compilation of this is in response to the "Resolution on Compliance with Fair Employment Practices," which was passed by the ALA Council at the January 1971 Midwinter Meeting.—*Ruth R. Frame.*

Library Education Division

Program Meetings. Federal legislation affecting libraries and library education was the theme of a program co-sponsored by LED and ACRL. Principal speakers S. Janice Kee, Virginia Lacy Jones, and Robert Jordan summarized relevant provisions of existing legislation, pointed out strengths and weaknesses of present programs, and speculated on future directions of library-related federal programs.

The LED Legislation Committee presented a program on institutes for training in librarianship. Following an overview of the history and philosophy of federally funded institute programs given by Eileen Cooke and Ernest DeProspo's summary of the findings of a study to evaluate institutes held during the first two years of HEA II-B, Barbara Conroy of the Catholic University of America and Arthur Kirwin of the State University of New York at Albany described the "new directions" institutes sponsored by their library schools and funded under HEA II-B.

The traditional LED Teachers Section Luncheon was followed by six demonstration-discussion sessions, each devoted to methods of teaching some aspect of librarianship. Eleanor Ahlers, Thomas Galvin, Phillip Immroth, Veronica Pantelidas, Dagobert Soergel, and Della Thomas shared with their audiences innovative approaches to their subject matter. Enthusiasm for this type of programming directed at teachers of librarianship was expressed by several participants.

Board of Directors. The board dealt with its agenda items in the following manner:

Adopted as policy a statement of "Criteria for Programs to Prepare Library/Media Technical Assistants," prepared by the LED Committee on Training Programs for Supportive Library Staff. This document supersedes "Criteria for Programs to Prepare Library Technical Assistants," adopted as policy in January 1969

Expressed its dismay at the freezing in the 1971–72 ALA Budget of the Office for Library Education and reiterated its position taken at Midwinter 1971 in support of the maintenance of OLE as a separate unit of ALA

Passed unanimously a resolution in support of the bills to extend the Higher Education Act of 1965 which were introduced in the Congress by Senator Pell and Representative Green.

Authorized the outgoing chairman of the LED Equivalencies and Reciprocity Committee to negotiate with ALA Publishing Services for publication of a monograph based on the proceedings of the 1970 preconference Institute on International Library Manpower

Directed the president, vice-president-elect, and executive secretary to explore means of maintaining quarterly publication of the LED *Newsletter* and *Continuing Education for Librarians* under the greatly reduced financial support available during 1971–72

Voted, on recommendation of the involved committees, to dismiss the present International Library School Committee and Committee on Training Programs for Supportive Library Staff and to refer to the LED Organization and Activities Committee recommendations for further activities made by the committees.

The LED Equivalencies and Reciprocity Committee announced that the Directory of Country Resource Panels has been updated and will be published in the September 1971 issue of the LED *Newsletter*. The Directory will also be available separately.

The committee issued a statement, subsequently endorsed by the LED Board of Directors, in support of continued full funding of the ALA International Relations Office.

The LED International Library School Committee reviewed its activities since its establishment in 1968. The committee has succeeded in generating international interest in the establishment of an internationally based program of advanced library education. The committee recommends that its present charge be reviewed and revised, and that a committee on International Library Education be established within LED.

The LED Committee on Training Programs for Supportive Library Staff presented to the LED board its revised "Criteria for Programs to Prepare Library/Media Technical Assistants." The committee recommended also that the board take action to prepare studies to demonstrate a new and expanded role of the paraprofessional in libraries and media centers, develop criteria for the preparation of Library Associates, design and execute educational programs for library administrators on effective use of personnel, and encourage graduate library schools to prepare their graduates for utilization of technical assistant programs.

The Committee for Revision of Financial Assistance for Library Education plans to implement a publicity campaign directed to state associations and the library press to make known the scope and availability of the annual directory of financial aids.
—*Delores K. Vaughan.*

Office for Recruitment Advisory Committee-SRRT Minority Recruitment Task Force

The Preconference on Recruitment of Minorities sponsored by the OFR Advisory Committee and the SRRT Minority Recruitment Task Force provided a needed forum for exchange of ideas and program plans and brought together over seventy persons who are committed to the need for parity in the profession and ready to work toward this goal. The program was highlighted by the major addresses of Armando Rodriguez and Burton Lamkin of the Office of Education and Arthur Fletcher of the Department of Labor.

During the conference the OFR Advisory Committee and SRRT Task Force launched campaigns to win association support for a minorities recruitment program. The resolutions appended to the end of this report were presented to Council and passed.

The Advisory Committee also made plans to implement a clearinghouse for information on financial assistance for minorities students; and recommended that the Scholarship Committee establish a special fund for minorities scholarships with an active fund-raising campaign offering support and assistance for such a campaign.

> Whereas the full sum of $50,000 which had been set aside to implement ACONDA priorities was not used last year and
>
> Whereas the Minority Recruitment Specialist was one of the ACONDA priorities unanimously approved by Council
>
> Be it resolved that $22,000 from the balance of the ACONDA contingency fund be used to implement the minorities Recruitment Program.
>
> *—June 21, 1971 Office for Recruitment Advisory Committee*

The participants in the Recruitment of Minorities Preconference Institute sponsored by the Social Responsibilities Round Table and the Office for Recruitment Advisory Committee voted unanimously to submit the following resolution for endorsement by the American Library Trustee Association:

> . . . That Boards of Trustees take positive action to design and implement policies for the recruitment, employment, and advancement of minorities at all levels of library service, by such means as scholarships, work-study programs, and clearly delineated career ladders, and that Boards of Trustees work cooperatively with other agencies such as graduate library schools, library associations, foundations, and representative community groups to attain these goals.

—Peggy Barber.

Public Library Association

Board of Directors. After a discussion of the general makeup of the Council, the board voted to reject at this time the concept of an ALA Council which does not have an official voting relationship with representatives from its various units and recommends that action on the makeup of Council necessarily follow the to-be-developed structure of the association.

A resolution was passed welcoming the attendance of ALA members to the executive boards and limiting such attendees to the role of observers of the deliberations of the board with participation in the deliberations permitted at the discretion of the presiding officer of the board.

The Audiovisual Committee will devote its energies to the revision of the *Guidelines for Audiovisual Materials & Services for Public Libraries,* the planning of activities for the Chicago Conference, and the development of a glossary of audiovisual terms.

A revision of the PLA bylaws was approved with a further recommendation that the PLA representative to the legislative assembly and the membership representative be ex officio members without vote.

In light of the proposed budget cuts for the PLA *Newsletter* it was decided to reduce and simplify the format of the *Newsletter* and to make it into a vehicle for the transactions and activities of the division. It will continue as a board activity rather than a charge of the Publications Committee.

The Publications Committee will be working on manuscripts in the areas of standard library forms and contracts, organizing workshops, public relations, and a profile of the public library in the 1970s for possible *Public Library Reporters*.

On the advice of the Legislative Committee the board voted to institute an ad hoc committee to study and advise on the relevance to PLA of the revenue sharing program being considered by Congress.

The board expressed concern about library technician programs and voted to offer its help to the appropriate ALA divisions in this matter of grave urgency.

The board approved in principle the revision of the *Interim Standards for Small Public Libraries* as the first step in the revision of all standards affecting PLA. Funding for the project will be sought through the appropriate ALA channels.

The Armed Forces Librarians Section is spearheading an attempt to organize an ALA round table for federal librarians. The round table will not replace the section.

The board voted to support and publicize the Right to Read Program.

PLA will cosponsor a joint program for the Chicago Conference based on communications and entitled "The Mystery of Communication: The Mastery of Media."—*Gerald M. Born.*

Reference Services Division

Program Meetings. Calling himself a "Change Agent," Robert Taylor, director of the Hampshire College Library (Amherst, Massachusetts) reported on the planning for and administration of a recently organized innovative reference services program which utilizes students as reference assistants, is promoted by an active orientation program and by reference advisors in dormitories, and draws heavily on the full range of print and nonprint media for its collection.

The various sources and the problems encountered in the field of black genealogy were the topics considered by Maxwell Whiteman, archival consultant and historian, at a program meeting arranged by the Genealogy Committee of the RSD History Section. "Genealogy: A Revolution in Research" and "Facilities at the Genealogical Society of the Church of Jesus Christ of Latter-Day Saints" were discussed by Winston DeVille and Brent W. Griffiths, respectively.

About two hundred people appeared for an "Interlibrary Loan Information Exchange" in spite of a conflict with a rescheduled Membership Meeting running into the appointed time Thursday evening. Jean L. Connor discussed these features necessary for the design and development of adequate state interlibrary loan networks. Comparing existing systems with her checklist, Miss Connor illustrated her talk with ideas for improved performance in practical situations.

This year's recipient of the Isadore Gilbert Mudge Citation was James Bennett Childs, honorary consultant to the Library of Congress in Government Document Bibliography, for his substantial service in the areas of government documents.

RSD/ASD Merger Proposal. Ralph Funk, chairman, RSD/ASD Committee on Common Concerns, distributed copies of a draft statement of purpose for a proposed new division to be created by merging the Adult Services Division and the Reference Services Division. Following a question and answer period, some five hundred members of the two divisions present offered nearly unanimous support for the merger idea and requested the two boards of directors and ALA Headquarters staff to move quickly to conduct a vote by mail of the two memberships.

RSD Preconference: "Computer Based Reference Service." Designed for the reference librarian unfamiliar with the uses of the computer in information retrieval, this preconference extended participants a challenge to assume an active role in the development and use of computer-based reference service and provided some concepts, terminology, and historical background in talks by Margaret K. Goggin and Robert M. Hayes, respectively. Joshua I. Smith told the group about the workings of the Educational Resources Information Center (ERIC). Small group discussions designed and directed by M. Lorraine Mathies and Peter Watson gave each person an additional opportunity to familiarize himself with ERIC through several practical exercises using manuals written by the Mathies and Watson team. The RSD Information Retrieval Committee under the chairmanship of John M. Morgan was responsible for organizing this practical orientation preconference.

Board of Directors. The RSD Board of Directors accepted and endorsed a statement, "Guide to the Evaluation of Bibliographies," which is to be made available for distribution during the next year. The board also heard progress reports on a survey to be conducted in 1971–72 on the use of book catalogs from users' viewpoint and experience in a public library and a junior college library; on a nearly completed survey of needed new reference books and of older reference books needing updating or revising; on a list of materials for and about minority businessmen to be ready for distribution in 1972; on a "Study of Library Reference Services and Reference Users in the Metropolitan Atlanta Area," on the collection of information for developing standards for microfilming card catalogs for interlibrary loan uses; and on planned supplement to the "Bibliography of Cooperative Reference Services."—*Andrew M. Hansen.*

Resources and Technical Services Division

Program Meetings. On Monday, division and section awards were presented. The 1971 Esther J. Piercy Award, recognizing the contribution to librarianship in the field of technical services by a younger member of the profession, was presented to John Phillip Immroth of the Graduate School of Library and Information Sciences, University of Pittsburgh, by the chairman of the jury, Margaret Ayrault. Henrietta Avram of the Library of Congress received the Margaret Mann Citation which honors significant professional achievement in the fields of cataloging or classification. Annette Phinazee, a member of the Margaret Mann Citation Committee, made the presentation.

At that meeting, the retirement of the editor of *Library Resources & Technical Services*, Paul S. Dunkin, was announced. His successor, Robert Wedgeworth, of Rutgers University Graduate School of Library Service, was also announced.

LIBRARY NETWORKS IN OTHER COUNTRIES. "Library Networks in Other Countries" was the theme of the program meeting jointly sponsored by the Resources and Technical Services Division, the Information Science and Automation Division, and the International Relations Round Table.

J. Guy Sylvestre, national librarian of Canada, spoke on "The Developing National Library Network of Canada." He told the audience that 1969, when the new national library act was passed, was an important year in the development of Canadian libraries. According to that law the national librarian "may coordinate library services of departments, branches, and agencies of the government of Canada including (*a*) the acquisition and cataloguing of books; (*b*) the supply of professional advice, supervision and personnel; and (*c*) the provision of modern information storage and retrieval services including photocopying and microfilming services, electronic and other automated data processing services and facsimile or other communication of information services." The Canadian Parliamentary Library is separate, so that the National Library does not serve as a legislative library. The National Library of Canada puts a higher priority on national network development than on housekeeping activities at the National Library, Dr. Sylvestre said. A number of National Library task force groups are considering such things as cataloging standards. The Research and Planning Branch of the National Library is being strengthened, Dr. Sylvestre said. Maurice B. Line, project head, National Libraries EDP Study, Bath University of Technology, England, spoke about the developing national library network in Britain. He pointed out that the problems are somewhat different from Canada's because Great Britain is geographically smaller, the libraries are smaller, and the libraries vary widely in age. He discussed the study of the feasibility of EDP to the lending, reference and bibliographic services of the national libraries.

U.S. GOVERNMENT PUBLICATIONS IN MICROFORM. "Micropublishing — A Service to the Library Community through the Public Documents Department" was the topic of a speech given by Robert E. Kling, Jr., U.S. superintendent of documents. An overflow crowd at the RSD/RTSD Public Documents Committee-sponsored program heard Mr. Kling discuss the U.S. Government Printing Office proposal to issue government publications in microform as well as in hard copy. Much of Mr. Kling's speech dealt with matters already discussed at the GPO Micropublishing Conferences held in Washington in February and April 1971, but not previously offered before a library audience. Mr. Kling raised at least three new and important matters for librarians:

1. The Documents Office is planning to develop a computer-based Publications Availability File and expects to offer this file for sale to libraries, with a target date of September 1971. The file or data base would serve several inventory control functions in the Documents Office and is expected to simplify and expedite ordering of government publications. It would also provide a data base for moving to computer-assisted produc-

tion of the Monthly Catalog, which is definitely planned sometime in the future.

2. Mr. Kling hopes to secure authorization or legislation to provide depository libraries with one free reading machine for use in conjunction with the planned microforms of documents.

3. Merging of the Monthly Catalog and the Government Research Announcements into a single bibliographic tool for government publications is being considered.

Mr. Kling and Edna Kanely, also of the Public Documents Department, answered numerous questions from the audience. Their response indicated that few firm decisions had been made by the government on its micropublishing proposal and that librarians still have an opportunity to make their needs known.

MEDIA. William Oglesby of the Audiovisual Center of the University of Iowa was the featured speaker at a program meeting on "Interrelatedness of Media; Man, Material and Machine," which was jointly sponsored by the ALA Audiovisual Committee, the American Association of School Librarians, the Association of College and Research Libraries and the Cataloging and Classification Section of the Resources and Technical Services Division as a "teaser" for the 1972 ALA Conference in Chicago on the same theme.

Mr. Oglesby used a variety of media and two screens to illustrate the development of western civilization and to show that man is inextricably entwined with materials and machines. Communication, man's most important gift, enables man to interact with man, with machines, and with materials. Communication is not limited to one certain medium, he said. We should be concerned about how man relates to information technology. There are different kinds of learning styles. Man perceives and learns in a variety of ways. We need to teach people listening and observation skills. Librarians and audiovisual experts must work together in competing for man's attention. This makes it essential that we become versed in instructional technology. Instructional system components consist of the message (subject matter), the receiver (man), material (software, e.g. slides, etc.), device (machine), technique, and setting. Librarians should become experts in software and audiovisual specialists in hardware and both groups should join in preparing the instructional design.

We should appeal to man through *all* his senses, not just through sight. The line between print and nonprint, between book and nonbook needs to be erased. Mr. Oglesby challenged the audience to become more service-oriented, to make material more accessible, to cooperate more with other national associations whose concerns overlap with those of ALA, and to experiment.

TELEFACSIMILE. "Telefacsimile Transmission in Libraries" was discussed at the program meeting sponsored by the RTSD Reproduction of Library Materials Section. Walter Fraser, Department of Librarianship at State Teachers College (Emporia, Kansas), defined telefacsimile as the transmission of the contents of a page across telephone lines or other means and then outlined the history of the development of telefacsimile in libraries. Mr. Lynn Hard discussed the New York State Facsimile Transmission Project (FACTS) and its failure. W. Carl Jackson gave a statistical summary of the Pennsylvania State University Library telefacsimile network and William Ramirez discussed the Bay Area Reference Center operation. Each speaker stressed the present high cost of transmission, resolution problems, and user apathy.

SERIAL SUBSCRIPTION SERVICES. On Wednesday, the RTSD Acquisitions Section, Bookdealer-Library Relations Committee presented a panel discussion program on "Subscription Services—A Mutual Discussion of Problems." Kendall Barksdale, Eastern Kentucky University Library, presented the librarian's position on subscription service problems; Frank Clasquin, F. W. Faxon Company, represented the vendor's point of view; Robert Miranda, Pergamon Publishing Company, spoke on behalf of publishers. Andrew Farkas of the University of North Florida summed up and expanded on the remarks of the first three speakers.

The Committee hopes to prepare and publicize a set of guidelines for the publication, distribution, and acquisition of current serials and periodicals. This document, based partly on the papers of the four program participants above, will delineate the data elements needed in the ordering process, the minimum expectations with respect to time of supply, the standard definitions and requirements related to reporting, claiming, cancellations, returns and errors, and finally the dealer constraints and expectations with regard to invoicing and payment.

PUBLIC SERVICE LIBRARIANS' VIEW OF TECHNICAL SERVICES. "The *Service* in Technical Service: the Response of Technical Services to User Needs" was the theme of a program meeting sponsored jointly by the RTSD Acquisitions and Serials Sections. Stanley McElderry, Graduate School of Library Science at the University of Texas (Austin) spoke on "Tearing the Paper Curtain." He said that acquisitions librarians need to make the public service librarians and users more aware of the problems which face library acquisitions departments. He suggested that the acquisitions department could improve its services by making use of blanket orders, approval buying, simplified accounting routines, and mechanization of operations.

Elvin E. Strowd, Circulation and Departmental Libraries at Duke University Library (Durham, North Carolina), spoke about "Leaping the Binding Barrier." He pointed out that catalog departments are often faced with personnel problems. He also stressed that public service people need to know more about the processes carried out in the technical service departments. He mentioned public service problems in obtaining volumes being held for binding or material not yet cataloged.

INDEXING SEMINAR. The Subject Analysis of Library Materials Committee of the RTSD Cataloging and Classification Section reported at Dallas that it hopes to cosponsor with the National Federation of Science Abstracting and Indexing Services another "Indexing in Perspective" seminar in April 1972 at the University of Maryland. Similar seminars were held in New York and Chicago in the spring of 1971.

CATALOGING IN PUBLICATION. At the Dallas Conference the Library of Congress announced that it has received a $400,000 matching grant from the National Endowment for the Humanities and the Council on

Library Resources, Inc., to support the library's cataloging in publication program in its initial phase, which will extend from July 1, 1971, through June 30, 1973. The library will provide cataloging information to be printed in the book itself. Libraries hope that this additional service by the Library of Congress will make possible faster services to readers, savings in the cost of book processing and the opportunity to use the savings to purchase more books.—*Carol H. Raney.*

Staff Organization Round Table

Business Meeting. Chairman Jerry Corrigan told what SORT can do for the individual member and how members can ask for help. Barbara Manchak explained SORT's financial problems and the three types of membership available in SORT. A straw vote indicated a unanimous approval of new dues structure (which would make SORT self-supporting). Suggestion: (1) Include in Memo to Members column in *American Libraries* current information for dissemination to persons interested in SORT; (2) Mrs. Manchak to contact large metropolitan libraries and college and university libraries to see if they have staff associations. General discussion: Questions and answers from "Why start a staff association?" to "What kind of activities staff associations should perform?"

Program Meeting. Jack Stankrauff, speaker, after presenting an overall view of libraries, explained that since libraries were increasing staff in order to effectively serve the nation's library users, staff associations were becoming more necessary than ever. Then he presented a workable framework for organizing a staff association: After a guiding group (the steering committee) sees that officers are elected, a constitution and bylaws are formulated, then committees are formed to handle the association's business. He explained the various types of activities with which staff associations may be concerned. He cited examples of problems of staff associations of different types of libraries. There was a brief question and answer session. The Steering Committee met with Mrs. Manchak to evaluate the evening's program and made suggestions on the type of program for next year.—*Martha Van Horn.*

Young Adult Services Division

Preconference. "Young Adults in a Media World," held at Southern Methodist University with an attendance of slightly more than one hundred and without speakers, banquets, luncheons, panels, buzz groups, was in fact a two-day *workshop.* Participants transposed ideas from print media to nonprint media. Highlights included a rock band giving a history of contemporary music through concert and discussion, and a viewing by all attending of the presentations of the ten workshop groups.

Program. Robert Polin, director of the Youth Film Distribution Center in New York City, presented a program on "The Young Adult as Filmmaker," showing selected films produced by teenagers, with comments.

Membership Meeting. Resolutions presented at the short business meeting that followed the program expressed current concerns of members and were considered later by the board of directors. These included: opening all meetings of the Best

Books for Young Adults Committee, *and* seeking ways to involve young adults in that selection procedure; revision of the 1960 publication *Young Adult Services in the Public Library*, which is used as a "standards" publication; concern regarding a lack of emphasis upon goals and activities of young adult services in public libraries in courses for administrators offered in ALA-accredited library schools; the initiation of an ALA involvement with the activities of drug abuse agencies.

Board of Directors. John Benford and Charles Peguese briefed the board on the Student Library Research Center in Philadelphia, of special interest because of the implications for total community library service.

Revisions of the "Outstanding Lists" for the college-bound student, now five: Fiction, Theater, Biography, Nonfiction, and Books on the Now Scene (available in the fall). This is the first time such a revision has been done simultaneously, with the board's approving new procedures to expedite the project.

The board gave official sanction to the ASD-YASD Joint Committee. It dismissed, with appreciation, the Exploratory Book Awards Committee.

Concern was expressed about the need to review activities in relation to out-reach services through YASD. A major project of the Activities Committee, chaired by the vice-president, will be completing projects begun but unfinished by the former Committee on Library Service to Disadvantaged Youth. It is expected that a new committee on service to the disadvantaged will be established soon.

Action was taken on resolutions from the YASD membership meeting. The PLA Board will be requested to initiate work on standards or guidelines for young adult services in public libraries. Copies of the resolution passed in the membership meeting will be sent to the ALA Standards Committee as well as the PLA Board.

The chairman of the Best Books for Young Adults Committee was instructed to make the necessary changes in procedure to have committee meetings open and to involve young adults in the selection of books.

Concerns relating to library education will be referred to LED and AALS.

It was decided to explore activities of various national agencies in relation to drug abuse and consider how YASD might work most effectively with these units.—*Ruth Tarbox.*

EXECUTIVE DIRECTOR'S REPORT

Our Annual Conferences, during the past two or three years, have been so filled with discussions of change that there has not been time for the report of the executive director to Council.

Let me, very briefly, report to you on some matters relating to Headquarters.

Our personnel situation, reflecting the national economic crunch, has been more stable during 1970-71 than in previous years. Nevertheless, some familiar faces are gone and have been replaced by new staff.

Miss Phyllis Maggeroli, who came to ALA on October 17, 1955, as assistant, Office of Adult Education, resigned as coordinator, Special Programs on August 31, 1970, to become coordinator of library services at the State Library in Montana. Miss Maggeroli's contributions to the Association's program planning and execution were notable — as many of our officers and groups will recall. She was succeeded on September 1, 1970, by Mrs. Virginia Baker, already on our staff, who is serving as acting coordinator for Special Programs.

Miss Ruth White, who was Headquarters librarian for five years and executive secretary of ASD/RSD from February 16, 1968 to August 31, 1970, also resigned on August 31, 1970, and is now teaching at Northern Illinois University. She has just been succeeded by Andrew M. Hansen who came to the executive secretaryship of ASD/RSD on June 1, 1971 from the School of Library Service at the University of Iowa.

Mr. William Rutter, associate executive director for Pubishing Services since June 24, 1968, left us on October 9, 1970, for a joint marriage and publishing venture in Connecticut. Following a considerable search, he was succeeded on February 1, 1971, by Mr. Robert Gillespie, a man of many resources who was already on our staff as associate executive director for Administrative Services. Mr. Gillespie serves also as secretary to the Publishing Board.

Mrs. Nancy Knight resigned for reasons of maternity on November 30, 1970 as technical information specialist in the Library Technology Program and was succeeded on March 15, 1971, by Richard E. Griffin of the Connecticut State Library.

Miss Beverly Roberts, personnel manager since March 11, 1969, resigned on March 15, 1971, and was succeeded on March 16, 1971, by Miss Lucene E. Hardin who was a management consultant before coming to ALA.

I mentioned that Robert Gillespie, before assuming publishing responsibilities for the Association had served with us as the director of administrative services. We were fortunate on April 5, 1971, to secure Mr. Ernest J. Martin from the Marsh Instrument Company of Wilmette, Illinois, to replace him in administrative services — and you can confidently expect improvement in subscription fulfillment and membership records — about which many of you have written us.

With the generous aid and constant understanding of the Council on Library Resources of Washington, D.C. we are enabled to aim forward in planning and achieving a Core Collection of Books for College Libraries. Richard D. Tetrau was appointed editor of the Core Collection on February 1, 1971. The project is a most important one to colleges and it is moving along slowly but solidly with the advice and guidance of ACRL and ALA Publishing Services.

We have two additional resignations for which successors have not been named. Miss Clem Hall, assistant director, Washington Office, resigned on May 31, 1971.

On that same date, Dr. Lester Asheim left his post of director, Office for Library Education, to return to the University of Chicago where he is now on the faculty of the Graduate Library School.

Dr. Asheim joined our staff in 1961 as director of the International Relations Office. He received international recognition for his work and was a notable successor of previous directors — Jack Dalton and Raynard Swank. You know his qualities as an author, as a constant student of international library offices, and as one of the foremost library educators of our times. He received the Association's Scarecrow Press Award for Library Literature, for his book, *Librarianship in the Developing Countries.* He is the author of "Library Education and Manpower: A statement of policy adopted by the ALA Council, June 30, 1970," and numerous other publications. It is needless to say that the Association will miss him greatly for he was an outstanding member of the Headquarters staff.

We are facing retirements in 1971-72. Miss Helen Kinsey, a distinguished member of the Booklist staff since 1941 will retire on January 1, 1972. Eleanor Mitchell, who, after an effective career in library service abroad, has served since 1969 as project officer in our International Relations Office in Washington, reaches the age of retirement in April of 1972. Miss Pauline Sepesi, supervisor, Central Files, retires on August 31, 1971. Miss Sepesi has served well in the often thankless and always frustrating task of maintaining our Central Files. I shall miss her very much for she has been my only colleague at ALA Headquarters in our sometimes sad Chicago world of hockey, baseball and basketball.

You have, by this time, heard much and thought much about the Association's budget for 1971-72. Until the tumult has subsided and the facts become clear, let me assure you that the ALA is very much of a going concern. It will, doubtless, turn out to be true that our efforts and our programs will suffer a temporary setback. But there are many programs and many efforts that will move ahead. We shall maintain our progress in many important areas and I hope you will be heartened as I am always by the Association's constant improvement which results from membership involvement. Its entire history demonstrates the validity of that conviction. And you may be sure that an occasional faltering step does not mean the cessation of much progress, for it is certain that we shall, retrenchment notwithstanding, move ahead as we always have to a fuller realization of library service to the people of this country. *David H. Clift*

PUBLISHING BOARD

It should be said first that the foremost concern of the Publishing Board during the past year has been with finances — the cost of publishing at the ALA. The ALA's publications' effort has been subjected to the same forces that have beset the entire national economy; runaway inflation on the one hand and an undermining recession on the other. There is no aspect of our publishing program that has not been affected. Demands upon the general funds of the Association are greater than ever before. New priorities have been created in addition to established priorities. Competition for general funds is therefore keen. Any support of publishing activities from general funds understandably places those activities under wide scrutiny.

The Publishing Board during the past year has expressed its concern over the ability of the Association to support divisional journals and newsletters at current levels. Means are being explored to consolidate or reduce these publications in the interest of reducing costs, but such exploration is entirely preliminary in nature. COPES at the 1971 Midwinter Meeting announced its decision to fund newsletters at one-half their previous funding level. This abrupt cut in the divisions' means for communicating with their members has caused much dissatisfaction among all concerned, and much further study is needed to determine what shifting of priorities may be made to enable the units of ALA to continue the publishing projects they consider most important.

During the fiscal year ending August 31, 1971, the cost of producing the six divisional journals and eight newsletters which are processed through the Central Production Unit was $253,199. Income derived from space advertising and other sources amounted to $124,678.

The books and pamphlets section of publishing closed the fiscal year with a $56,582 fund balance credit. That this sum consisted entirely of inventory, however, is evidence of the generally weakened position of that unit. While sales generally have held up, rising costs have made critical inroads into revenues derived from those sales. Here, too, prudent management must be exercised to control costs at the same time we develop the books and pamphlets program of the Association. Allocations to "Other General Fund Programs" were discontinued last year. In the current year, subsidies for divisional journals were dropped. There remain only the allocations for *American Libraries,* and it is evident that the books and pamphlets unit will not be able to give support to this worthy publication in the fiscal year 1972-73.

The Booklist has suffered a setback necessitating a withdrawal of $29,853 from the interest-income account of the Carnegie Fund to balance its books for the year ending August 31, 1971, and further withdrawals from that source seem unavoidable. Further serious study must be given to this situation and some hard decisions made to bring this long-valued publication back to a position of financial strength. A survey of readers is being initiated to determine the use to which *The Booklist* is put. We are hopeful that this survey will provide answers to some of the questions posed relating to the future direction of this publication.

American Libraries, which provides the only publishing link between the Association and all of its members, is also affected by rising costs, and the same careful study must be made of its publishing capabilities with respect to the ALA's total resources.

The Executive Board assisted in the preparation of a Statement of Purpose and an Editorial Policy for *American Libraries.* These documents were presented to and approved by the Executive Board at the Midwinter Meeting in Los Angeles.

In other areas of Publishing Board activity, a policy covering the granting of rights and permission with respect to ALA publications is also being developed. Twice reviewed and revised by concerned units as well as by legal counsel, it is anticipated that the policy will be ready for presentation to the Executive Board during 1972.

With the approaching ALA Centennial, the Publishing Board's interest in the development of some form of an ALA history increases. It is recognized that this development may be contingent upon the finding of a suitable home for the ALA archives and the organization of those archives. The Publishing Board will continue to follow this project with interest.

Finally, the Publishing Board continues to pursue the matter of developing a statement of publishing policy for the Association. Considerable progress has been made in this direction since the initial draft was prepared for the Detroit Conference in 1970. We are optimistic that this document will be available for review by other interested units of the Association during 1972.

Everett T. Moore

DIVISION PRESIDENTS' REPORTS

Adult Services Division

Major Accomplishments

Decision was made to recommend merger of Adult Services and Reference Services Division to membership.

"Guidelines for Evaluation of Indian Materials for Adults" published.

Two ALA representatives, appointed by ASD to White House Conference on Aging, were appointed to the WHCOA Education Task Force.

Publication of *The Future of General Adult Books and Reading in America,* the proceedings of ASD-American Book Publishers Council 1969 project, was accomplished.

Steps begun toward program budget procedures.

Change in title and focus of *ASD Newsletter* (now *ASD Quarterly*) was made.

Board resolution was passed that the *ALA Organizational Information* be distributed to all members.

"Library Rights of Adults — A Call for Action" distributed widely and already adopted by several state library associations as a guide.

Nearly 10,000 copies of "A Guide to Library Cooperation: White House Conference on Aging" were distributed.

Outline and content description for "Services to the Aging" to be edited by Eleanor Phinney, was approved by board and accepted by *Library Trends.*

"Library Materials in Service to the Adult New Reader," a research project of the University of Wisconsin, growing from an ASD committee proposal, continues.

Manning of the ASD booth at the convention by students from the library Adult Education Association annual convention by students from the library schools of Atlanta and Emory universities proved beneficial to all involved.

"Notable Nominations" in *American Libraries,* books under consideration by the Notable Books Council, has met with initial success and appreciation.

The proposal for a YASD/ASD committee on cooperation seems a portent of things to come.

Major Problems

No executive secretary and four "interim" secretaries during my tenure as president.

Joint AFL/CIO-ASD Committee on Library Services to Labor Groups has groped for new and effective methods to increase communications between librarians and labor leaders and to direct their energies to bring improved library services to labor groups. While the committee's thrust was shattered by the ALA decision to eliminate the *Library Services to Labor Newsletter,* the members' committment remains.

The disapproval of the planned ten-division program for Dallas was a major blow to any serious attempts to bring multi-divisional interests to bear on common issues.

The incursion on planned, on-going business which resulted from decisions to continue membership discussion on organizational concerns delayed, and in a few instances, prevented conclusion of planned projects.

ASD activities continue to over-emphasize book-oriented projects. A growing number of ASD members apparently feel that ASD could serve as a catalyst for library change with particular focus on meeting the educational and informational needs of society, and in using the whole range of recorded ideas in meeting those needs. Unfortunately, this desire has not yet been clearly translated into specific action programs.

Thanks

Above and beyond the fine professional and supporting services ALA Headquarters staff gives to membership and officers, Mary Cilluffo, Chris Hoy, and Ruth Warncke have been particularly generous in their support and guidance.

Virginia Ellison, Garth Gideon, Martha Lambos, and Lourri Podolak deserve a special garland of thanks for serving in a professional capacity without just compensation while coping with pressures from both within and outside.

Recommendations

ALA consolidate and publish a guide to procedures and responsibilities of Headquarters staff and membership officials.

ASD revise its manual to include statements of purpose, specific objectives and functions for each committee; that the manual include more basic information on Headquarters operations and procedures; and that it be kept up-to-date and accurate on at least a biannual basis.

Summary

Being president of the Adult Services Division in the year of ACONDA and without continuous professional support from Headquarters has been frustrating, but it has also been stimulating. The sampling of accomplishments listed above clearly reflects the excellence in ideas and implementation from an outstanding cadre of committee membership and board leadership. That the vicissitudes of the past are the concern of many, and not just a few, is a truly encouraging sign.

Peter Hiatt

American Association of School Librarians

Surely everyone who has been president of a group comes to the end of the year wishing that more had been accomplished. I, too, have a feeling of incompleteness. AASL was represented at the White House Conference for Children; was engaged in forming the Confederation of National Educational Associations; was involved in the White House Press conference on Special Revenue Sharing for Education; and, there were many, many other activities and programs.

The most significant happenings of the year involve the many school librarians who are actively working both within the Association and outside to improve learning opportunities for students, social rights for students, and professionalizing "school librarianship."

The concerns of the schools regarding their future in ALA are deep: The "Library Education and Manpower" policy statement indicates to many that ALA is neither knowledgeable about or responsive to the educational preparation a school librarian is required to have to be certified as a professional teacher. School librarians are members of two "camps" — librarianship and education. As the National Commission on Libraries puts it, a librarian is a teacher whose subject is learning.

Many school librarians have left ALA because they believe that the "Library Education and Manpower" policy repudiates them as professionals, since their degrees are not necessarily from an ALA accredited school. The policy statement needs to be completed to indicate the variety of professional routes that school librarians take so that they may be better qualified to meet the needs of students in a changing society and to work in agencies that have as a prime responsibility the preparation of today's youth for a world that is clouded with problems and challenges.

The official AASL position regarding ACONDA was stated at Midwinter in the resolution submitted to the Executive Board. Whether or not federation becomes a reality for AASL within ALA, the total Association must regroup itself to become more responsive to the types of libraries and also provide the units greaer freedom and more autonomy. The share of dues returning to AASL for program and staff is less than 15 percent of the total dues paid by AASL to ALA.

The "Positive Treatment of Minorities in Library Resources and Textbooks" resolution has had wide publicity in the library and education press, and is being implemented through its companion piece which provides to publishers lists of specialists representing various minorities that are qualified to act as consultants. The AASL Supervisors Section will be distributing its statement of philosophy and a bibliography for school library media supervision during the Annual Conference. The World Affairs Seminar publication will be available for the next NCSS conference.

The School Library Manpower Project Advisory Committee selected six schools for Phase II of the project. Dr. Paul Douglas West, superintendent of the Fulton County, Georgia, Schools was named as recipient of the Distinguished School Administrator Award. And AASL-EB School Library Awards for Growth and Development were awarded to six school districts.

The Catholic Library Association presented a "Citation of Merit" to AASL at their annual conference for leadership and the development of standards.

AASL continued its variety of professional relations activities by presenting programs and/or exhibits at many national conferences and as president I represented AASL at nineteen state school library association conferences.

These are the best of times, the worst of times, the winter of discontent, the spring of hope. AASL is alive, active, and concerned. As Fra Giovanni said in 1513: "The gloom of the world is but a shadow. Behind it, yet within reach, is joy. There is a radiance and glory in the darkness could we but see, and to see we have only to look. I beseech you to look!"

Let us get on with our professional business: AASL stands for federation and the rights of school library-media specialists whose prime responsibility is providing better learning opportunities for students. *Roberta E. Young*

American Library Trustee Association

The annual report of activities and accomplishments of the American Library Trustee Association is properly a continuous reporting procedure, for ALTA's recent emphasis has been on its continuity of purpose, leadership, standards, and program. ALTA has been properly dedicated to producing materials and techniques with which to reach the nation's library trustees and to assist these lay leaders for libraries in understanding the developing public library and its changing public. To extend its reach to the trustees, ALTA has tried to develop an effective contingent of regional representatives, useful communications like its legislative network and the *Public Library Trustee,* and direct services to trustee associations and trustees through office services at ALA Headquarters.

Priorities

ALTA welcomed the request from COPES to submit a list of priorities against which financial requests could be judged. ALTA's goals are:

1. to maintain a continuing and comprehensive educational program for library trustees.
2. to continuously study and review the activities of library trustees.
3. to stimulate the development of library trustees and to stimulate participation by trustees in ALA.
4. to represent and interpret the responsibiltiies of library trustees in contacts outside the library profession, particularly with national organizations and governmental agencies.
5. to work with and assist organizations of library trustees within states or regions.

These general and continuing goals translated into these current ALTA priorities:

a. membership development (to implement No. 3 and broaden the effects of No. 1 and No. 4).

b. work with state trustee organizations (to implement No. 5).

c. legislation (to implement No. 4).

ALTA also recognized that it must create its own channels of communication, because its members and potential members are not usually deeply involved in the profession or even in the professional associations which are open to them. The Membership Committee has therefore explored the problems and methods of bringing in — and keeping — members. A variety of techniques are to be tested, beginning with special treatment of Texas trustees at Dallas, and involving at least one saturation campaign using person-to-person contact.

Program

Since most members do not attend the ALA Conference, a subsidiary purpose of the Membership Committee was and is to encourage trustees to try a national meeting. Making that experience interesting and valuable was the job of the Program Committee, which is now working on a three-year basis to provide consistent long-range planning and skillful implementation of Conference programs. The division continues to hold its programs in a weekend format to attract trustees and to make maximum use of funds trustees have for travel and participation. The Program Committee is responsible for the ALTA sequence of events, and the ALTA president no longer controls content or the decision-making process.

Program emphasis at the 1971 Dallas Conference is on solid content on a current issue — intellectual freedom in libraries. Participants will have exposure to the problems of intellectual freedom and discuss their application of solutions at the local level. Additional programs discuss a "trend" issue, the relationship of school and public libraries, and offer trustee clinics on the problems encountered "at home."

Project Every Library Board

However, the Conference program at best reaches few trustees. Project Every Library Board is the device ALTA has selected to carry material into libraries not represented at Conference. The first PELB kit (on reaching the total community) is still selling well, and the second kit (on intellectual freedom) is ready for distribution at Dallas and subsequent sale. It is planned to issue new kits as use and subjects warrant.

Trustee Associations

A market for PELM kits and other materials developed by ALTA (including the *Public Library Trustee* reprint on "A Trustee Checks His Library") is the state or regional trustee association needing help in planning good programs. The demand for a program which can be done by local trustees is met with instructions on use of the intellectual freedom theme in a complete half-day or all-day format. This "packaged program" approach is planned for other subjects. State trustee groups face the problem of planning with inadequate financial resources, and the complete program kit is welcomed.

Regional Representatives

Much of ALTA's work is carried on by the regional representatives, who establish friendly links with the presidents of state trustee groups, heads of library agencies in the states, and the presidents of library associations. Regional representatives are trained to help with program planning, legislative know-how, speakers for programs, and suggestions for effective action. They are potentially ALTA's major service to trustees.

Urban Library Trustees

A special group of trustees has organized within ALTA — the Urban Library Trustees. This group recognizes the special problems of large city libraries and meets as a separate unit, hearing relevant experiences and making plans for using their special talents and effectiveness for better library service. A major thrust is for national legislation for the innovative but expensive library programs needed in urban areas.

Library Service to the Unserved

Trustees of all libraries need to enlarge the scope of library service in the community, and the ALTA Committee on Library Service to the Unserved has followed its program at Detroit with production of an improved slide-script show on "Where the People Are — the Library Goes." The show is available on loan for meetings or individual libraries wishing to explore the breadth of possible services.

Action Development Committee

Working behind the scenes to generate the future ideas for ALTA is the Action Development Committee, which has been aggressive about demanding programs and materials to support the needs distinguished by ALTA from its membership meetings and think sessions of the ALTA Board.

Think Sessions of the ALTA Board

The ALTA Board held an extra meeting in 1970 to discuss the organization's mission and structure. Board members isolated purposes and directions and generated ideas for project and programs. The session, stimulated by the Endowment Committee seeking a basis for generous outside support of ALTA, was successful enough to call for a repeat special meeting at Midwinter and another at Dallas.

ACONDA

ALTA was among the first divisions to respond in writing to the suggestions of the ACONDA report, and the ALTA board had an opportunity to indicate directions to its Council representatives. Generally, ALTA favors continuing as part of an omnibus organization devoted to better library service, but it has asked for committee investigation of the possibilities of being a separate organization.

The State of Trusteeship

ALTA has watched with interest the work of its small Committee on the Institution of Trusteeship. This group has detected new trends in the governing structure of libraries and the role of trustees. It is concerned with evaluation of the trend to the advisory board and the departmentalization of libraries in city governments, although a request for a J. Morris Jones award to mount a professional study was unsuccessful.

Publications

To examine these and other issues, ALTA has been gradually converting its quarterly newsletter to a content-carrying medium. Articles on topics of interest to trustees have been developed by the Publications Committee for *PLT* to create wide circulation without the cost of a formal publication. This device is being expanded within the limits of the budget.

Legislation

ALTA has appealed to trustees everywhere for help in pushing for ALA's program of national library legislation. In 1971, presidents of state trustee groups were involved in an ALTA effort to exercise influence at the local level on members of Congress, with results which displayed the sophistication of many state presentations, and the eagerness of trustees to lobby in this area. When the ALA Legislation Committee changed its structure, ALTA created its own Legislative Committee to continue the network of knowledgeable trustees accustomed to responding to ALTA and ALA calls to action.

ALTA Committees

. . . are settling into productive patterns because of representative appointments, good chairmen and the supervision of ALTA Council administrators. After a period of wondering about the ALTA structure, the board has agreed that it now functions much as it was designed to do in involving members, providing stimulating programs of help and information during the year — as well as at Conference, inviting participation by trustees and librarians, and offering lines of communication among persons not ordinarily in personal touch during much of the year. Importantly, the structure enables committees to make a contribution of special knowledge, such as the Intellectual Freedom Subcommittee is doing in preparation of a portion of the ALTA Dallas program. The State Association Comittee points the way to better relationships with the chapters and their trustees; the Governor's Conferences Committee aids states (and in 1971 a province) holding lay citizen conventions for libraries, and a committee on Trustees of State Libraries looks to the needs of that influential level of trusteeship.

Accomplishments of 1970

In the view of ALTA's president, the major accomplishment of 1970 is the participation of ALTA leadership in the selection of priorities, the acceptance of service commtments, and the emphasis upon a valuable Conference experience for trustees, and better planning for future ALTA activities and influence. The Conference has come to be a showcase of ALTA talent, offered to new trustees in the form of material to take home and utilize at state and national levels. The member so involved becomes one of a growing number of informed trustees who feed ALTA the problems and suggestions which stimulate publications, communication, direct service and a sense of purpose. ALTA is surely looking to broader areas of responsibility within ALA, tackling policy maters with import for the future of libraries as public service organizations, and producing ideas and materials of high quality. The difficulties of operation of a dispersed and changing membership, the technicalities of moving the wheels of the organization, and the problems of really reaching out to the individual trustee through his state organization challenge ALTA to couple innovative methods with higher aims and objectives.

Acknowledgments

ALTA acknowledges the work of the trustees who contributed time and funds to appropriate areas of the ALTA structure and program. The wide representation of viewpoints made possible by this willing participation gives ALTA resources which it is learning to use to best advantage. It is ALTA's aim to speak for effective libraries, librarians, and trustees, with emphasis upon the trustee function as vital to the public library. ALTA knows the deficiencies of trustees, as it recognizes their problems and their diversities. ALTA tries to offer services — mail, newsletter, publications, contacts, programs, Conference experiences—which will develop a body of trustees able to cope with attacks upon libraries, able salesmen for library services, able representatives of their communities, and able partners in promotion of better libraries.

As president of ALTA in 1970 and 1971, I would like to extend special thanks to the ALTA board and the work it has done as catalyst for the committees and the members. Recognition goes also to Donald Trottier, ALTA's able executive secretary, for enthusiastic and exemplary service and for being the professional link between ALTA and ALA.

Those who have read to this point will share with the president her wonder that so many people find so much time to be involved. The answer, of course, is in the concern of the good trustee for that most valuable of public intsitutions, the public library. *Alice B. Ihrig*

Association of Hospital and Institution Libraries

This year has been a year of change in many areas. The winds of change are still moving and it behooves any of us to know where it will end.

After many months of searching, we found a new and dynamic editor in the person of Mrs. Joanne Crispen for the *AHIL Quarterly*. The new format of the *Quarterly* is very eye catching and unique. Our thanks go to the editor and the publication committee and the executive secretary for this new look.

A major concern and a most pressing item that should be of concern to all of us is about the future of our division.

In the past, we have delved into all kinds of proposals for the reevaluation of hospital and institution library facili-

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ties. Questions have always come up as to how far we can move without getting away from our service areas.

It has been necessary to arrive at some clear-cut decisions. Yet, the results of those decisions have not been broad enough to cover all types of institutions for the handicapped. A better philosophy of motivation would be a possible change to a type-of-activity division. This could be an umbrella which would cover every type of library service within the institutions in any form wherever they may be.

Thoughts of change now are imperative in view of the ACONDA Report. Health, education and welfare programs have conveyed the fact that the future wil be wrought with a much more diversified culture than we now have. AHIL must be wiling to cope with new programs — this is the only forward look we can take.

Some of these ideas were voiced at our Midwinter Meeting.

The research project, which has been dangling for several meetings, now is still very much alive.

The executive secretary has been working very hard to make definite contact with interested persons. So far there have been a few strong leads. We are awaiting at present a reply to see how their interest grew.

From Washington, the coordinator of the Federal Library Program, Title IV, informs us that with the new law, which encompasses Title IVA and IVB under Title I, there will be no great change in funding. The amount appropriated cannot go any longer than that of 1970. At least we know we will be working with the same amount.

This has been a very busy and in many cases a fruitful year for most of AHIL committees and subcommittees. It was our task to name many new people to established committees. By combining the experienced members with the new appointees, the adjustment went very smoothly.

Many of the members had carried the burden of committee assignments in the heat of the day. They had done a good job with much help of new people to shoulder the burden.

The AHIL Standards Committee is gathering research data on standards in library service for the handicapped, putting much emphasis on the mentally retarded.

The bibliotherapy manual from the Committee on Bibliotherapy is scheduled for publication by late fall 1971.

The committe organized last year as an Ad Hoc Committee on Service to Patients is still in the process of formation.

All other committee reports continued progress for the upgrading of library services to any and all persons that are remotely associated with hospitals or institutions.

The joint comittees have been working hard to retain their cooperative efforts.

Marion Vedder, a long-time and tireless worker in library service to the institutionalized, retired from the New York State Library in 1970 after 25 years of service. She has worked faithfully on AHIL committees for many years and was also president.

Plans are already under way for the projection of the AHIL division to make it more relevant for the times in which we live. Change comes so rapidly that we also must move with the times. The future calls for less duplication of committees by divisions, but full and complete coperation with existing units of activity.

In October of 1970, your president attended the American Correctional Congress in Cincinnati, Ohio, and in April of 1971, he was also present in Washington, D.C., as a representative of the President's Committee on the Employment of the Handicaped. Attendance at these meetings is in conjunction with AHIL's participation in the complete library program.

We must go forward with the time and not look back, but away and beyond. This has been our philosophy for the beginning of the 70's. We, the officers and members of AHIL, will not rest until every person who is in a institution at home or away has access to the best library services that are available anywhere. *William T. Henderson*

Children's Services Division

The Board of Directors of the Children's Services Division, in complying with the request of COPES to establish budget priorities in relationship to the priorities of division goals, took this opportunity to reevaluate our goals. The following report of the year's activities is arranged to show how the division implemented these goals during the past year through the work of some of our committees and the Board of Directors.

1. The improvement and extension of library services to all children and adults working with children through all types of libraries.

Top of the News

"Any professional periodical worthy of existence must mirror, probe, criticize, and urge. Yet to be effective, it must have the involvement of its public." These words of our capable editor, Mrs. Johanna Hanson, in the January 1971 issue, synthesize the goals of the magazine and introduce the article by Mildred L. Batchelder, "A Reflection on 27 Years of Librarians' Concerns for Children and Young People." TON's contribution has played a major role in the fulfillment of all CSD goals and to this one in particular through its stimulating articles and bibliographies. A valuable reprint available from TON is "Notable Children's Books 1960-1964," the reevaluation of the 250 titles which appeared on the notable lists for these five years.

Melcher Scholarship Committee

One of the most practical ways of achieving improvement and extension of library services to children is through the stimulation and development of new children's librarians. The recipient of this $2500 scholarship honoring Frederic G. Melcher, established in 1966, was announced in Dallas at the membership meeting of the Children's Services Division. Among the fourteen who have received this scholarship grant and are actively serving children in libraries are a high school librarian, public library children's librarian and a supervisor of school libraries.

Library Services to the Exceptional Child Committee

Feeling that library service to this special group of children needs further understanding and development, this committe has accepted the charge to prepare the CSD Program for the Dallas Conference. We are pleased that the Association of Hospital and Institution Libraries, American Library Trustee Association, Public Library Association, and the Young Adult Services Division are cooperating with the Children's Services Division for this program. It is hoped that this will be followed with a preconference to the 1972 ALA Conference in Chicago. It has been recommended that the scope of this committee be broadened to include the gifted child.

Library Services to the Disadvantaged Child Committee

This committee is developing a brochure for day care personnel on the subject of community library resources for day care centers, planned for publication in the fall of 1971.

Boy Scouts of America Advisory Committee

An on-going outreach into the community from the local through the national level is performed by this committee through its revisions of merit badge bibliographies and its promotion of *A Librarian's Guide to Boy Scout Literature*. A recognition by the Boy Scouts of America of the interest and contribution of librarians in their program was made evident this year in their invitaton to Mr. Herbert Leet, chairman of the CSD committee, to serve on their National Education Relationships Committee.

2. Interpretation of library materials for children and of methods of using such materials with the children, to parents, teachers, and other adults, and representation of the librarian's concern for production and effective use of good children's books and other media to groups outside the profession.

Children's Books in Relation to Radio and TV

Through the alert and enthusiastic interpretation of the use of library materials and services by this committee, national radio and television network programming has increased their use of children's books and the talents of professional children's librarians. During the first half of the year, 21 bibliographies were compiled for *Teacher's Guides to Television, Inc.* and *Discovery.* Mrs. Augusta Baker, committee chairman, also serves as the CSD liaison to the Book Utilization Committee of the National Book Committee for the Children's Television Workshop.

Liaison with Organizations Serving the Child

The Child Welfare League, Inc., American Red Cross, Girl Scouts of the U.S.A., National Council for Adoptive Parents, Save the Children Federation, Children's Theatre Conference, and American Association for the Gifted Child, are examples of national organizations with whom this committee has established an active CSD relationship through preparation of bibliographies, program participation, and planning.

3. Cooperation with all units of ALA, and with international groups, whose interests and activities have a relationship to library service to children.

International Relations: Subcommittee of International Relations — ALA

This committee has selected the annual list of *Children's Books of International Interest* and has prepared the annotations for the titles included in the 1970 Scoggin Memorial Collections. Five additional repositories have been chosen for 1971 in Pakistan, Brazil, Africa, India, and Mexico. The Scoggin Memorial Collections are a project of the U. S. Section of the International Board of Books for Young People. Books selected by the Children's Services Division are presented by their publishers and/or the Children's Book Council to institutions in parts of the world where local publishing either does not exist, or where it has not fully developed.

The U. S. National Section of the International Board on Books for Young People sponsored Walter Scherf of the International Youth Library of Munich, Germany for a month's visit to the

United States with a number of lectures scheduled across the United States and Canada beginning with the U. S. National Section Meeting at the ALA Midwinter Meeting in Los Angeles on January 21.

Hans Christian Andersen Awards, 1972 Nominations Committee

Author Scott O'Dell and illustrator Evaline Ness are the United States' nominees for the 1972 Hans Christian Andersen Awards. *The Trumpet of the Swan,* by E. B. White, was selected to represent the United States on the International Honors List.

Miss Virginia Haviland, head, Children's Book Section, Library of Congress, serves as president of the Hans Christian Andersen Awards Jury.

4. Stimulation of the professional growth of its members.

May Hill Arbuthnot Honor Lecture

John Rowe Townsend, children's book editor for *The Manchester Guardian* and author of several books for young people, was selected by the Children's Services Division to give the second Arbuthnot Honor Lecture under the joint sponsorship of the Division of Librarianship, Emory University, and the School of Librarianship, Atlanta University. In addition, the local committee included representatives from: School of Education, University of Georgia-Athens; State Department of Education, Atlanta; Atlanta Public School System and the Fulton County School System. Approximately 200 were present at Mr. Townsend's lecture in the beautiful new Atlanta Arts Center on April 23, 1971.

Mrs. Mary Orvig, director of the Swedish Children's Book Institute, a national center of research and bibliography, has been selected by the Children's Services Division committee to present the 1972 Arbuthnot Honor Lecture.

Charles Scribner's Sons Awards

Charles Scribner's Sons, through a gift of $1,000 to the American Library Association to be administered by the Children's Services Division, made it possible for four children's librarians, two school librarians and two public librarians to attend the ALA Conference in Dallas. To qualify for these awards, applicants had to be members of CSD, have less than five years of experience, and no previous attendance at an ALA Conference. The awardees were selected by a CSD committee and judged on a written description of their children's program and their reasons for wishing to attend the conference.

5. Planning and development of programs of study and research in the area of selection and use of library materials for children, including their dissemination to the profession in general.

Research and Development Committee, CSD, ALA

This committee is actively relating to the needs of the profession in the planning of research in a number of areas such as the cataloging of children's materials, developing standards on nonprint materials, and cooperation with, and support of, the Public Library Association in its two major grants for studies of the American public library in the 1970's.

6. Development, evaluation, and promotion of professional materials in its area of responsibility.

Book Evaluation Committee

The selection for *Notable Children's Books of 1970* was made, aided by suggestions from school and children's librarians in 45 libraries. The 47 titles so honored are notable for their honesty in dealing with their subject matter, enriched by contributions from English and European writers and illustrators. They demonstrate great diversity of techniques, both traditional and innovative.

Mildred L. Batchelder Award Committee

From membership nominations, the Mildred L. Batchelder Award Committee — 1971 selected four titles for this award to an American publisher for a children's book considered to be the most outstanding of those books originally published in a foreign language in a foreign country and subsequently published in the United States. The winning book is selected by the members of the Children's Services Division via mail ballot.

This award is intended to encourage American publishers to translate and publish outstanding foreign children's books for American children. The winner was announced on International Children's Book Day on WMAQ-TV's "Today in Chicago" by the division president, and the award citation was presented at the Children's Services Division Membership Meeting in Dallas on June 2, 1971, to Pantheon Books for the publication of *In the Land of Ur: The Discovery of Ancient Mesopotamia,* written by Hans Baumann and translated by Stella Humphries.

Newbery-Caldecott Committee

After months of concentrated reading, discussion, and evaluation of 1970 publications, the 23 members of this committee selected *The Summer of the Swans,* by Betsy Byars, for the Newbery Medal "awarded annually to the author of the most distinguished contribution to American literature for children," and *A Story A Story,* an African tale retold and illustrated by Gail E. Haley for the Caldecott Medal "awarded annually to the artist of the most distinguished American picture book for children." The awards were announced at the ALA Midwinter Meeting in Los Angeles at a reception hosted by Mr. Daniel Melcher, donor of the medals. Formal presentation of the medals was made at the Newbery-Caldecott banquet on Monday evening, June 21, at the Dallas Conference.

Ad Hoc Committee on Acquisition of Foreign Children's Books

With the discontinuance of the Package Library of Foreign Children's Books, this committee has been appointed to study the problems of selection and acquisition of foreign children's books (both for children learning the language and for those reading in their native tongue), with recommendations to the Children's Services Division board at the Dallas Conference.

Communication with membership, other members of the profession, and members of related professions is of primary importance in implementing any of the above goals.

A "first of its kind" was the combined meeting of committee chairmen and members with the Children's Services Division board at the Los Angeles Midwinter Meeting. The fourteen committee chairmen present gave a brief report of their committee's activities. The enthusiastic response of those in attendance indicated that this is worth continuing in the future.

In recognition of her thirtieth anniversary as children's book editor of the *Booklist,* and as a continuous member of the Book Evaluation and the Newbery-Caldecott Awards Committees, Miss Helen Kinsey was honored by the Children's Services Division with a luncheon at the ALA Midwinter Meeting in Los Angeles on January 21, 1971. Over 125 friends from the profession and the publishing world joined in this tribute to Miss Kinsey and her great contribution to the service of children and children's reading.

This report would be incomplete without an expression of gratitude to our executive secretary, Ruth Tarbox, and her Headquarters staff for their strong support and guidance to the division committees, the CSD Board of Directors, and especially to the president.

The work of the other CSD committees not mentioned in this report was equally important in the achievement of division goals. My sincere thanks to every committee chairman and member for a job well done. My deep appreciation to the entire CSD membership for giving me this wonderful opportunity to serve as your president.

Mary Elizabeth Ledlie

Information Science and Automation Division

The Information Science and Automation Division has continued to carry forward the programs which past experience has found valuable, and to implement new ones to meet the needs of our members.

Networks Conference and Proceedings

The Conference on Interlibrary Communications and Networks was held September 28 to October 2, 1970, with nearly two hundred participants and staff attending. After an opening session and a series of information meetings on telecommunications devices, computer technology, and librarianship, five working groups were created. These five groups, made up of authorities in in each area using previously prepared background papers, prepared papers summarizing the state of the art and outlining both avenues of cooperation which might prove fruitful and areas of needed research.

The proceedings of the Conference, when available, should provide an excellent state-of-the-art presentation as well as an indication of the next steps which will take librarianship toward the sharing of resources no matter where those resources are located or how remote the user.

Other Monographs

Format Recognition Process for MARC Records: A Logical Design was published during the early part of the fiscal year. The process described replaces a high proportion of the work of the editors by having the computer "recognize" the portions of the record from the place of each part in the format and automatically supply tags, addresses, and other identification data previously manually supplied. To date over 800 copies have been sold.

MARC Manuals 2d ed., a series of workbooks used by the Library of Congress, has been a consistent seller through two editions. Over 1600 copies of the second edition have been sold after a first edition was completely sold out.

The sales of these two items illustrate the breadth of interest in library automation in the library profession.

Newsletter and Journal

JOLA Technical Communications, under the editorial leadership of John P. McGowan, Northwestern University, has rapidly taken a position of leadership in current rapid distribution of library automation information. Run on a tight schedule so that up-to-date information is mailed while still current, TC is appreciated by ISAD members and eleven hundred subscribers.

The *Journal of Library Automation* completes four volumes with the December 1971 issue. The editor, Frederick G. Kilgour, CCLC, who quickly raised this publication to eminence as a professional research publication, has submitted his resignation effective with the completion of volume four. As yet a successor has not been selected.

Educational Technology

It has been difficult for librarians who are working with non-book materials or for proponents of non-conventional methods of handling information to find a home within ALA. The area of telecommunications technology has been assigned to ISAD, and activity to date has been membership by the Association on the Joint Council on Educational Telecommunications, and the formation of the Telecommunications Committee within ISAD.

The Joint Council on Educational Telecommunications (JCET) was started in 1950, and was concerned with educational broadcasting. Since that time its membership has expanded to include the general educational community, and its scope also has expanded to include the transmission of information over voice grade land lines, as well as the ues of all broad-band devices — microwave towers, coaxial cable, sattelite relays — and the legal/political problems connected with their use in the public interest. ALA's membership in JCET was long overdue.

The Telecommunications Committee under Brigitte Kenney, chairman, is investigating areas of greatest interest to ALA, and has established liaison with the RTSD Telefacsimile Committee to discuss items of mutual concern. It is expected that liaison with other organizations will be established.

The ALA Arrangement

The ALA Arrangement is the name of a new 1416 Interchangeable Print Train Cartridge for the IBM 1403 computer-driven impact printer. This special character set will duplicate all the characters on a MARC record. It is the result of over two years work by the Library of Congress' MARC Development Office, IBM graphics designers, and an ISAD committee under the chairmanship of first Allen Veaner and then Paul J. Fasana. The availability of this character set is an important milestone in library automation development.

Information Library Science Curriculum Project

The ISAD/LED Education for Information Science Committee is sponsoring, with the Education Committee of the American Society for Information Science, a symposium for Information/Library Science faculty, Information/Library Scientists, and computer specialists to plan the development of a series of "curricular packages" for teaching information science. The goals of the symposium are: 1. To coordinate the curriculum and instruction in information science among the various orientations. 2. To establish communication between the representatives of the various orientations. 3. To clarify the need for a cooperative curriculum development project.

The symposium will be held preceding the ASIS conference in Denver, Colorado, on November 11-13, 1971.

Institutes, Tutorials, Workshops

Six in-service training sessions were held out of the ten scheduled. Although only three of them reached capacity, the feeling by staff and participants was that a successful series was held. This feeling of success was primarily due to the two School Library Automation Tutorials which drew over fifty library school instructors, the first time we have been able to reach this segment of the library community. School librarians also were enthusiastic about the meetings and also contributed criticism to improve the series when it is offered again in the future.

For the first time a local agency cosponsoring a Library Automation Tutorial sent (and subsidized) members of its own group. The North Suburban Library System (NSLS), Morton Grove, Illinois, paid one-half of the registration fee of the representatives of all member libraries. This made up nearly one-half of the number of registrants.

Only one of the two "Library Automation: Workshops in Administration and Management" was held. For the first time a remote environment and a more concentrated presentation with evening sessions was held. An overflow crowd of fifty-five persons attended.

At present no more institutes are planned although interest in cooperation from various librarians in holding additional sessions is great. ISAD does not expect to assume the financial risk and undertake the substantial clerical responsibility of our, by now, traditional types of institutes. We will, of course, assist anyone who is willing to undertake any of them.

Discussion Groups

The COLA Discussion Group has decided to structure their meetings more formally with specific presentations on significant developments in the field. Time will be allowed for members to make short presentations of their own developing procedures. COLA membership is limited to one representative from each library which has an operating automated library system, at least in some part.

MARCU is the new acronym for the MARC Users Discussion Group. Membership in this discussion group is limited to organizations which subscribe to the MARC Tape Service from the Library of Congress. This is the only unit of ALA limited to organization members. *Richard De Gennaro*

Library Administration Division

The year 1970-71 found the Library Administration Division engaged in all the varied activities appropriate to its sections, committees, and Headquarters programs. Ongoing studies and surveys culminated in reports itemized at the end of this report, and others have been initiated to be carried out wholly within the LAD organization or in collaboration with LED, LTP, SRRT, etc.

Bulking large on the agendas of the LAD board and individual officers has been the growing demand for investigative action. At the close of the previous year two investigations into unfair employment practices were under way: One investigation was conducted at the request of five librarians whose contracts had not been renewed at the University of Missouri Library; and one case was of an employee of the California Library Association who had been dismissed. During the period July to December 1970, these were completed, and LAD additionally assisted four librarians with tenure and related employment complaints.

Partly as an outgrowth of these instances, the LAD board instructed its president to propose a restructuring of the ALA investigative process with respect to tenure, intellectual freedom, etc. This was done in a letter to David Clift on September 28 — and coinciding with similar views urgently expressed by Mr. Berninghausen for the Intellectual Freedom Committee — resulted, prior to Midwinter, in the formation of a staff committee to act in this area. At the same time, as a measure designed to be of assistance to whatever agency resulted from this proposal, an ad hoc committee of PAS was formed to prepare a comprehensive set of guidelines. The resolution put forward at Midwinter Meeting by the IFC impelled Council to urge on President Bradshaw a meeting of representatives from the concerned organizations.

Accordingly, the LAD president, executive secretary, and a member of the LAD-PAS Committee on Tenure met with representatives of ACRL and the Advisory Committee to the Office for Intellectual Freedom in a special meeting called by the ALA President, March 19, 1971, to consider ALA policies and procedures for assisting with specific problems of tenure, employment, intellectual freedom, and related requests for the Association's assistance. The LAD continued to work with the other concerned units for the remainder of the conference year with the Staff Committee on Mediation, Arbitration, and Inquiry: in developing a new Statement on Inquiries; in developing a revised Program for Action and in the development of other related materials. The concept of authorizing joint consideration and action through the Staff Committee on Mediation, Arbitration, and Inquiry is being presented at the Dallas Conference. This concept is strongly supported by the LAD.

Apart from individual opinions on the recommendations of ACONDA, LAD organization members recognize their vital concern with the proposals for federation, an Office of Library Manpower, and the extent or form of representation on Council with respect to the division. More informally, the poor visibility of LAD through lack of regular communications channels lends support to ACONDA recommendations in this area and suggests a willingness to consider favorably a restructuring of the ALA publications.

On the other hand, the apparently irresistible pressures to hear every voice raised have had a profoundly adverse effect on useful conference program planning. The complete preemption of over 50 percent of the major conference time blocks for no-conflict Council or membership meetings reduces efforts at interdivisional programming, or in-depth topical development to shambles. Determined efforts to reduce the competition of preconference institutes also had its effect on LAD. Plans by BES for a preconference devoted to buildings with special features for audio-visual activities were replaced and restructured to a conference week format already under intense pressure. The joint program of LAD, PLA, and others was similarly scrapped for lack of suitable time. It is our sincere hope that the diversions and disruptions of the past three years will give way soon to a new period of productive professional programs equal in quality and utility to the work of our sections and committees. LAD sections undertook their usual variety of activities. Particular note should be made of these:

The LAD-PAS Staff Development Committee has made application for a J. Morris Jones award to conduct staff development workshops for regional groups in the U. S. (At the time of the preparation of this president's report, it is not known whether this project will receive an award.)

The LAD-LOMS Nonprint Media Statistics Committee hosted a meeting of thirty persons representing several associations and institutions especially concerned with nonprint and non-book collections in Washington, D.C., on March 26-27, 1971. The group requested the LAD committee to act as the focal point for encouraging the collection of statistical data regarding nonprint services and developing materials and resources to assist in this subject area.

The Public Relations Section of the LAD conducted a profile study of its membership in the spring of 1971. This study will determine some of the major activities of the section in the near future.

More recently, the LOM Section of the Library Administration Division sponsored a preconference institute on budgeting, captioned "Dollar Decisions," at the Holiday Inn (Downtown), Dallas, Texas, June 17-19, 1971. Approximately 150 librarians attended. And, following the example of a year ago, a Micro-Workshop on Staff Development was held by the Personnel Administration Section of LAD, all day Sunday, June 20, 1971, at the Baker Hotel, Dallas. The theme of the workshop was "Understanding Motivations: A Key to Staff Development." (The division program on the following Friday, June 25, deals with performance ratings, another aspect of staff development.)

Friends Day at the Dallas Conference was June 24, 1971. Approximately 1000 librarians, trustees, and friends attended the luncheon sponsored by the Friends of Libraries Committee, Public Relations Section, LAD. The luncheon speaker was the author, Erich Segal.

In the area of publications, the LAD appointed a revision committee for *Local Public Library Administration.* The new edition will be published by ALA. The first edition was co-sponsored by the International City Managers' Association (now the International City Management Association) and ALA, and published by ICMA. The new edition will be published by ALA (with representation on the revisions committee by ICMA).

Local History Collection and Services in a Small Public Library, No. 19 of the Small Libraries Project series, was completed and published in November 1970. *Try These for Size,* revised supplement 12-D, "Suggested Follow-up List for Series in Juvenile Fiction," was also completed by the Small Libraries Publications Committee and will be available in 1971.

The Friends Kit produced by the LAD (and sold by ALA) was revised and expanded with new suggested bylaws for Friends Groups (in public libraries and in academic libraries) including examples of bylaws of existing Friends Groups.

The LAD has continued to work jointly with the Illinois Library Association and the LED of ALA on library task analysis. Phase one of the task analysis was completed in 1970. Phase two (detailed study by experienced librarians of the materials gathered in phase one) is now under way. Revision of the *Descriptive List of Professional and Non-Professional Duties in Libraries* will be a next step by LAD.

"Guidelines for Using Volunteers in Libraries" was adopted by the LAD Board of Directors at the Midwinter Meeting, January 1971. The guidelines were published in the April 1971 issue of *American Libraries* and in the May issue of the ALTA *Public Library Trustee.* Reprints are available from LAD, ALA Headquarters.

The ALA Members Salary Survey was conducted by the LAD in the fall of 1970. The report of the survey was published in the April 1971 issue of *American Libraries.* Reprints are available from LAD, ALA Headquarters.

In the Headquarters office of LAD, the appointment of Mrs. Barbara Manchak in May 1970 as personnel assistant should be noted. During 1970-71 Mrs.

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Manchak has provided valuable staff support on some of the salary and manpower projects, as well as reference data in response to external inquiries. In this, Jordan M. Scepanski, newly appointed professional assistant to the division, also participated. Mr. Scepanski was responsible additionally for the library building resource files, assembled for professional use by LAD over the years.

The LAD office received approximately 900 letters of inquiry for information or assistance regarding library buildings, salaries, statistics, personnel procedures, and public relations activities.

The LAD received a charge via Council resolution at the Midwinter Meeting 1971 regarding assistance to libraries in complying with non-discrimination clauses of fair employment laws. The LAD has compiled information regarding state and municipal practices in this area; this information will be published in *American Libraries* in the near future as a first step in meeting this charge.

The LAD office continued its annual study of librarians' salaries as advertised in library periodicals (September 1970). This study is available from LAD, ALA Headquarters. Also revised and updated were its advisory lists of library building folders and library consultants.

In conjunction with the LED and OFR, the LAD has planned a manpower study to ascertain the current needs for library personnel and to forecast library manpower needs in the near future. The National Center for Educational Statistics has been asked to fund this manpower study. At the time of the writing of this report, no decision has yet been reached on its funding.

The LAD executive secretary was a speaker in programs of the Association of School Business Officials, Seattle, Wash., October 20 and 22, 1970. These two programs were on "External Concerns and Types of Procurement Plans," and on "Library Media."

Finally it is worth note that in December a very comprehensive manual was compiled and issued by the Headquarters office for the use of division, section, and committee officers. Appreciation for this useful organizational device is substantial, as is the gratitude here recorded for the fine support of the LAD Headquarters staff and their ALA associates. *James H. Richards, Jr.*

Library Education Division

The death of LED president-elect LeRoy Charles Merritt approximately one month before he was scheduled to take office as president in 1970, as well as the resignation in March 1971 of Frank Schick as chairman of the LED Legislation Committee, have forced readjustments in the leadership of the Library Education Division. These changes, as well as the fluidity of a year of proposals and counterproposals for reorganization of ALA, made 1970-71 a time of reevaluation and new directions.

The directions of the Library Education Division have affirmed the importance of continuing a division within ALA which focuses upon the needs, problems, and opportunities in library education, and which provides a forum for interaction between practitioners from all types of libraries and library educators on the graduate, undergraduate, and technical assistant levels. The Board of Directors has also considered and rejected the ANACONDA proposal that the Office for Library Education be subsumed into a new Office of Library Manpower with broad responsibility for recruitments, personnel utilization and concerns (such as salaries, status, welfare employment and ethics), as well as for library education and training. The Board of Directors resolved at its Midwinter Meeting on January 21, 1971 that ALA should continue its strong commitment to library education by maintaining its Office for Library Education as a separate unit. It was the unanimous opinion of the LED Board that the ANACONDA recommendations, if implemented, would dilute the Association's concern for education, and might lead to a conflict of interest in the area of standards for professional education and accreditation.

An ad hoc committee to explore further and define the role of the American Library Association in library education has been appointed, and will begin to function at the Dallas Conference.

In an effort to obtain members' thinking about the order of priorities among the division's goals and responsibilities as stated in its bylaws and among its ongoing programs, a questionnaire was sent in the fall of 1970 to all LED members via the *Newsletter*. In personal members' response, the majority indicated that they attach the highest priority to the following long-range programs and activities:

1. Continuous study of the substance of education for librarianship: curricula, appropriate content at various levels, and the relationship of pre-service, in-service, and continuing education;
2. Stimulating and conducting research in education for librarianship;
3. Identifying, publicizing, and sponsoring continuing education programs;
4. Provision of information about library education and trends and programs affecting it;
5. Development of methods and materials for library education.

Based upon the opinion of the membership as expressed in the survey, the Board of Directors at the 1971 Midwinter Meeting established the following action and study goals for the remainder of 1971 and 1972:

1. Research into the manpower needs of the profession, undertaken in cooperation with other units of ALA. Reliable data on manpower needs is essential for planning of library education, and also for the immediate and long-range legislative enterprise.

The Research Committees of LED and AALS, a division affiliate, have encouraged the library schools of Drexel and Illinois to develop further draft proposals to investigate library manpower needs. These two proposals in addition to a draft proposal for a more comprehensive manpower study prepared by ALA staff have been forwarded to the Library Surveys Branch of the USOE National Center for Educational Statistics.

The division is cooperating with the Library Administration Division and the Illinois Library Association in conducting a task analysis of library positions in a sample of Illinois libraries. The project, now in phase two, entails an analysis of the tasks identified in phase one with a view to defining clusters of tasks requiring similar knowledge and skills career ladders at different levels.

2. The legislative enterprise, made urgent by ALA's major legislative objective this year, extension of the Higher Education Act of 1965.

The presidents of the Library Education Division and Association of College and Research Libraries went together in the spring of 1971 to Washington to inform congressmen and senators of the need to continue and expand the library resources, education, and research provisions now in the Higher Education Act of 1965.

At the invitation of the Library Education Division, Associate Commissioner Burton Lamkin and members of his staff of the Bureau of Libraries and Educational Technology came to the 1971 Midwinter Meeting to discuss the administration's plans for library education, training, and research.

Dr. Martha Boaz, Dean, Library School, University of Southern California has agreed to serve as the Library Education Division's representative to the newly formed ALA Legislative Assembly.

The Library Education Division's major program at the Dallas Conference will be a program on the library implications of the Higher Education Act, co-sponsored by ACRL and planned with ACRL by the chairman of the LED Legislation Committee.

The Library Education Division board has gone on record to urge that the program of professional, graduate-level library education and training under the Higher Education Act Title II-B be continued, with explicit provision for fellowships, scholarships, and continuing education, with greatly increased funding and adequate support for participation and institutions in all three phases of the program.

3. Librarians' continuing education — defining needs in all levels for upgrading the present work force.

The LED board received the report of the ASL/LED Interdivisional Committee on Education for State Library Personnel, supported its recommendation that a pilot national institute should be held to upgrade the skills of state library personnel, and advised that an appropriate agency or university seek funding to hold such a pilot institute.

The directory of *Continuing Education for Librarians* continues to be published in December, with supplements published in the March, June, and September *LED Newsletter*.

The Library Education Division Discussion Group for Librarians of Library Science Collections co-sponsored with Emory University Division of Librarianship and Atlanta University School of Library Service a successful institute for librarians of graduate library school libraries, held in Atlanta in May 1971.

4. Exploring the education and training implications of the ALA policy statement on *Library Education and Manpower*, especially for supportive staff.

The Committee on Training Programs for Supportive Library Staff is completing a revision of the policy document, "Criteria for Programs to Prepare Library Technical Assistants." The new edition will update the criteria and relate it to the ALA policy on *Library Education and Manpower*.

An ad hoc committee to study the implications of the ALA policy for the training of library associates was authorized by the Board of Directors at Midwinter 1971 and will begin work at Dallas.

Implementing the central concern of the membership for the substance of library education at all levels — curricula, content, methodology — the following activities and programs continue:

Regular publication of the *LED Newsletter,* and two annual directories, *Financial Assistance for Library Education* and *Continuing Education for Librarians.*

The Committee on International Library School has been authorized by the Board of Directors to proceed with developing a proposal for a pilot internationally sponsored library education program.

The ISAD/LED Interdivisional Committee on Education for Information Science and Automation is completing plans for a workshop on the teaching of information science to be held in the fall of 1971.

An LED/AHIL Interdivisional Committee on Education for Hospital and Institution Librarians has begun to develop criteria for the establishment of programs in institution librarianship with respect to physical resources, collection resources, teaching personnel, and availability of health science and correctional programs for an interdisciplinary approach.

The president of the Library Education Division, who never had the opportunity for a year's apprenticeship as vice-president, wishes to express her appreciation to the members of the board of directors, to the people who served on the various committees, and especially to Delores Vaughan, executive secretary, and the Headquarters staff. It was the work of these people that has enabled the division to maintain its continuity and drive. *Genevieve M. Casey*

Report of the Advisory Committee to the Office for Library Education

Upon the resignation of Dr. Lester Asheim as director of the Office for Library Education, it seems appropriate to report to Council on the work of the office during its first five years.

Established in 1966 with the assistance of a major five-year grant and supported in part over the years by supplemental grants from the H. W. Wilson Foundation, the office has provided leadership for the field of library education through the development of programs and policies and the provision of effective staff services at Headquarters.

The most recent, visible achievement is *Library Education and Manpower,* the statement of policy adopted by Council in June 1970. The statement was developed following a conference on library manpower jointly sponsored by OLE and LAD with the cooperation of the National Book Committee in March 1967 and a series of eight regional "dialogs" held throughout the country during 1968-69, which provided the opportunity for input from the field into the final policy statement.

In the field of accreditation, a number of accomplishments followed the appointment of Dr. Agnes Reagan as assistant director for accreditation in April 1969:

1. The full autonomy of the Committee on Accreditation was established and clarified by separating its secretariat from the part-time attention of the LED staff.

2. ALA liaison was strengthened with the National Comission on Accre-

diting, the National Council for the Accreditation of Teacher Education, the newly created Accreditation and Institutional Eligibility Staff of USOE, and the regonal accrediting associations.

3. The number of schools offering programs accredited by the ALA increased from thirty-five to forty-seven in the United States and from three to six in Canada.

4. The Committee on Accreditation initiated a procedure for continuing review on the basis of annual reports from each of the library schools offering accredited programs. A report of the first year's findings appeared in *Library Quarterly* for 1968, and similar analyses of subsequent surveys are planned. As a result of the new procedure, the re-visit at an interval of ten years has been replaced by on-site visits as circumstances warrant, and several such visits have now been made by means representing the COA.

5. Subcommittees of the COA have been at work on an examination of its *Standards for Accreditation* and its guidelines for undergraduate programs of library education, and revised *Standards* are now in report form for critical evaluation in preparation for presentation to Council for adoption.

6. A set of "Guidelines for Ph.D. Programs" has been prepared and distributed by COA.

7. A new set of "Procedures for Visits to Library Schools" has also been compiled and made available to schools seeking accreditation for their library education programs.

8. The COA initiated a series of in-depth studies of different aspects of library education, one of which, a study of post-master's programs in librarianship, received the J. Morris Jones-World Book Encyclopaedia-ALA Goals Award for 1968-69. The findings have now been pubished by the ALA under the title *Between MLS and Ph.D.*, by J. Periam Danton, 1970.

9. The COA experimented with an orientation session at the 1970 Midwinter Meeting for schools interested in working towards ALA accreditation, and has held individual conferences with representatives of aspirant schools at all ALA meetings since that time.

10. The increased demands upon the services offered by the Committee on Accreditation have resulted in an increase in its size from seven to ten members, and to the initiation of the practice of holding at least one special meeting a year outside of the regular Midwinter and Annual Meetings of the ALA to permit uninterrupted attention to problems of policy and procedure.

The activities of the Library Education Division, with Miss Delores Vaughan as executive secretary, have also been numerous and varied:

1. Affiliation of the Association of American Library Schools with the LED was initiated and accomplished.

2. An interdivisional Committee on Training Programs for Supportive Library Staff was established by LED which first issued some basic definitions (published in *ALA Bulletin*, April 1968), then moved on to establish "Criteria for Programs to Prepare Library Technical Assistants" published in *LED Newsletter*, February 1969; *Special Libraries*, April 1969; and *ALA Bulletin*, June 1969. LED has now established a new committee which will give its attention to the promulgation of similar guidelines for the preparation of the new class of support staff recommended in the policy on *Library Educa-*

tion and Manpower: the Library Associate.

3. With the appointment of an executive secretary for LED, it was possible to return responsibility for the LED *Newsletter* to the office, and to make it a more substantial and official journal of information, and a more complete record of the division's activities, and of developments in the field of library education.

4. The LED has stepped up its program of providing information to the field in many ways: it assumed responsibility for a continuing current listing of continuing education opportunities for librarians as a successor to a former publication of the Library Services Branch, USOE; it has taken more responsibility for the publication and redesign of the annual *Financial Assistance for Library Education;* and it has been able to begin a continuous program of up-dating information pieces of different kinds related to library education compiled by the divisional office.

5. Several interdivisional committees have been established to deal intensively with problems of education for special groups, among them: the ASL/LED Interdivisional Committee on Education for State Library Personnel; the LED/ISAD Interdivisional Committee on Education for State Library Personnel; the LED/ISAD Interdivisional Committee on Education for Information Science and Automation; the AHIL/LED Interdivisional Committee on Education for Hospital and Institutional Librarianship; and the LAD/LED Ad Hoc Committee on Education for Library Service to the Disadvantaged.

6. As background information for a preconference on International Library Manpower held in June 1970, the LED commissioned two parallel surveys of current practices regarding the admission of foreign students to U. S. and Canadian library schools and the employment of foreign-trained librarians in academic and public libraries in those countries. The information gathered by the surveys forms part of the proceedings of the conference, which are soon to be published by ALA. The Committee on Equivalencies and Reciprocity, which sponsored the preconference, has also created a number of country resource panels to provide information on library education and library services in many countries and geographical regions.

To this partial catalog of visible activities, we must add the fact that advisory and consultant services, and direct participation in activities in the field, have become an important contribution of all three officers. The number of speeches, consultantships, or active assignments carried on in the field over and above the on-going work of the office averaged around thirty each year for the director, and the schedules of the assistant director for accreditation and the executive secretary of the Library Education Division were not far behind. This direct contact with practicing librarians and educators, and with persons in related fields, is an important part of the overall ALA obligation which can be accomplished only if the offices are fully staffed with professional personnel.

At this time, when proposals for transfer of the Office for Library Education to a larger Office for Library Manpower are being discussed, the committee reaffirms its earlier position, stated at Midwinter 1971, that the problems and objectives of professional education are sufficiently important and complex to warrant the full-time attention of an office designed specifically to deal with them. ALA's potential for influencing the constant improvement of library education will be impaired by the relegation of educational activites to the part-time responsibility of an office with other, often conflicting, obligations and priorities. Members of the committee for 1970-71 were Kenneth E. Beasley, Charles D. Churchwell, Philip H. Ennis, Paul C. Janaske, Mrs. Ruth C. McMartin, Helen F. Schmierer, Joseph J. Semrow, Grace P. Slocum, and Wesley Simonton, Chairman.

Wesley Simonton

Public Library Association

Rather than taking PLA board time to report on numerous non-discussion items, I thought I would write a brief newsletter to bring you up to date on the many things which have happened since our last get-together in Los Angeles. If there are questions, we can discuss these at the PLA board meeting in Dallas.

Ad Hoc Committee to Study Proposed Changes in Children's Services

A long title for a committee charged with far-reaching responsibilties has been appointed with Spencer G. Shaw acting as chairman. This committee is expected to follow N. Y. developments in this area, and to watch for similar developments elsewhere. They will keep the PLA board informed and suggest courses of action where appropriate. The roster of members will be distributed with your agenda.

ALA — Legislation Committee's Legislative Assembly

Mr. Archie McNeal, chairman of the ALA Legislation Committee has been informed that Mr. Guenter Jansen is the PLA representative to the Assembly. The PLA Board's recommendation that the chairman of the Legislative Assembly also be a voting member of the Legislation Committee was also forwarded. Mr. McNeal indicated he would forward this recommendation to the Legislation Committee for study and report at Dallas.

ACONDA

Miss Katherine Laich, chairman of ACONDA was informed of the PLA board reaction to the proposed reorganization. You will recall the board felt that consideration should not be given just to "Triad" or "Federation," but also to a review of the present structure as well as other alternatives. The board also felt that any consultant hired to review proposed reorganization ought to study the present structure very thoroughly and work closely with the staff of Headquarters in developing any proposals.

As you probably know, at this point it has been recommended by ACONDA and ANACONDA that the new executive director have responsibility for a comprehensive study of the ALA organization and, working with staff and consultants, develop a plan for reorganizing where necessary. Such a study would take approximately one year.

PLA Liaison with National NLW Committee

I am pleased to tell you Mrs. Betty Ohm, assistant director of the Lincoln Memorial Library (Springfield, Illinois) and head of the Illinois NLW program, has accepted this responsibility for PLA.

Goals and Priorities 1971-72

Thanks to Don Wright, the PLA goals and priorities statement for 1971-72 was prepared. All of you have seen copies of it and it has been printed in the *Newsletter*. Don did a terrific job of pulling together a lot of items in a very short time. The result is a very creditable document of the division's goals for the future.

PLA Representative to ALA Membership Committee

I am pleased to announce the reappointment of Howard Downey, librarian of the Bellingham, Washington library as PLA's representative to the ALA Membership Committee for the year 1972-73. Despite Howard's valiant efforts, PLA's membership continues to dwindle. Let's all try to get at least one new PLA member this year. I've gotten two by appointing nonmembers to committees!

Budget 1971-72

The PLA budget request for the period September 1, 1971, to August 30, 1972, has been prepared and submitted to COPES for review. A substantial increase ($22,200) has been requested. The reasons for the increase are largely in the personnel field since a full-time executive secretary and supporting staff have been requested for PLA. If this is granted, PLA will no longer have to share its executive secretary with the American Association of State Libraries. The workload of each division has increased greatly. This is an esesntial step to keep each division moving ahead.

Small increases have been asked for in several codes. However, three new items have been requested. Funds to permit committee meetings for the purpose of updating the 1966 standards, for developing and updating children's standards in public libraries, and for meetings of the Public Library Study Committee, which acts as an advisory committee to the Proposed Goals Study Project, have also been requested.

Ad Hoc Committee to Develop a Glossary of Terms Related to Systems

One of the pressing needs which became evident after a review by Bob Rohlf of the Nelson's Study of Systems was in the area of definition of terms where there is no uniformity. Before other action could be taken on the report, Bob felt that someone should attempt to develop a glossary which relates largely to system management and administration. Bob McClarren, director of the North Suburban Library System (Illinois) has accepted responsibility for this task, and has indicated that he expects to have a draft report ready for consideration at Dallas.

Children's Services Division

The CSD president, Miss Mary Elizabeth Ledlie, has indicated that her board is interested in keeping informed about the two studies currently being conducted by PLA, the Beasley Study of the Measurement of Effectiveness of Public Library Service and the Doms Study of Public Library Goals. She has also been informed of the new ad hoc committee chaired by Mr. Shaw to oversee and report on proposed changes in children's services in public libraries.

PLA Manual

The president's manual for PLA has undergone revision and is nearing its final stages. Hopefully, the fully revised document will be available for the incoming PLA executive board.

PLA Newsletter

An item which will be on the agenda is a discussion of the continuation of the PLA *Newsletter.* We have talked about this on several occasions but not resolved it. It would seem that it is appropriate to make a final determination at this session.

Please give some thought to the pros and cons of the continuation of this publication so that it might finally be removed from the agenda.

Andrew Geddes

Report of the Armed Forces Librarians Section (PLA)

During 1970-71 the various committees of AFLS have efficiently and effectively carried on the routine business of the section. The AFLS Board of Directors has directed its energies and interests primarily in the area of the section's organization and mission. In the light of the questioning prevalent in the entire organization, and in response to its own membership requests, the section decided to devote its alloted time at the Annual Conference in Dallas to a discussion of the feasibility of either reorganizing the membership into a round table or expanding the section to include federal as well as military librarians. It is hoped that sufficient response will be generated so that an entire community of some 4000 individuals might well be drawn into the section, and thus into ALA.

Additional items of interest in AFLS to be noted are:

1. The Armed Forces Achievement Citation Award for 1971 will be presented on Monday, June 21, at the AFLS luncheon to Mrs. Dorothy Fayne, district librarian, Headquarters Third Naval District for her outstanding work with the navy libraries and the military library program.

2. A total of 1012 promotional letters were sent to prospective members. It is hoped that the concentrated efforts of Miss Jean Jacobs and her committee will result in a substantial increase in the membership of the section.

3. Miss Eleanor Driscoll and her committee submitted an excellent slate of candidates for offices of the section for 1971-72. The election results are as follows:

Vice-President, President Elect:
Miss Dorothy Redmond

Secretary: Miss Ruth Mullane

Member-at-Large: Mrs. Peggy Mann

4. Miss Sue Miller, chairman of the Program and Arrangements Committee and her fellow committeemen have planned what should prove to be an interesting and informative luncheon meeting for Monday, June 21, in the State Room of the Sheraton Hotel. Mr. Leon Tinkl, educator and well-known author of the southwest will be the principal speaker.

5. The theme of the AFLS booth in the exhibit hall will again feature the AFLS motto "Round the World Service 'round the World." The exhibit display will be built around the Armed Forces Achievement Citation Award winners. The booth will also feature give-away materials in the form of handbooks, bibliographies, pamphlets, etc.

6. The AFLS Board of Directors went on record as favoring the positive educational requirement of entry into the GS-1410 Library Series. A letter to this effect was sent to the executive secretary of the Federal Library Committee with instructions that it be forwarded to the proper authorities.

On behalf of the officers and members of the section, I should like to extend our appreciation to the PLA Board of Directors and to Mr. Gerald Born, the executive secretary for the excellent support received throughout the year. We, as a section, have appreciated your interest and support and look forward to a continued successful association. *Ann A. Conlan*

Reference Services Division

The RSD president began his term of office with the announcement from ALA Headquarters that the executive secretary of the division had resigned. His term of office ends with the arrival of Mr. Andrew Hansen, the newly appointed executive secretary of the division. Between these two critical events the activities of the division continued at a high level largely due to the efforts and excellent work of the chairmen and members of the committees, and the support provided by Headquarters staff.

The following represents a brief review of the division's major efforts for the year:

1. The RSD/ASD Common Concerns Committee proposed that RSD and ASD merge into a single new division that would be largely user-oriented. The RSD board accepted the recommendations and approved in principle the merger of the two divisions. Articles appeared in *RQ* and *American Libraries* discussing the important issues involved in such a merger, and one hour of program time at Dallas was designated to be used for membership discussion of the proposed change.

2. The Information Retrieval Committee conducted a preconference on Computer Based Reference Services. A workbook and tutor's manual, which was prepared on contract for the preconference, was judged to be of such high quality that it was suggested that it be considered for publication!

3. The intern program which has been operational since the Atlantic City Conference, and which has been enthusiastically supported by the chairmen of committees after a final review by the RSD Board at the Los Angeles Midwinter Meeting, was approved as a regular activity of the division.

4. A number of committees submitted proposals and received the necessary support to carry out the work: The RSD/RTSD Public Documents Subcommittee to Draft a Study Proposal on State and Federal Documents assisted in the development of the design of such a study which was prepared by Indiana University. The Interlibrary Loan Committee undertook the preparation of an interlibrary loan directory, and the Standards Committee began a study of reference services and users. The Catalog Use Committee devoted its attention to a study of book catalogs, and the Cooperative Reference Services Committe engaged in the preparation of a directory.

In summary, the year was one that saw RSD make some gains in the attainment of its goal, although somewhat handicapped in that effort due to the absense of a permanent executive secretary. *John P. McGowan*

Resources and Technical Services Division

The Resources and Technical Services Division, again in 1970-71, was the largest type-of-activity division in the American Library Association. With a membership on May 31 of 8331, this represented an increase of 161 members over the preceding year. Sheer size alone, however, is obviously no criterion for the usefulness of a division, and the activties described in the following paragraphs illustrate the current interests and concerns of this unit of the Association.

The journal, *Library Resources & Technical Services,* remains one of the major efforts to present to membership the best thinking and the most useful projects in this area of librarianship. On June 30, Paul S. Dunkin resigned as the second editor of the journal, following an impressive professional career and a highly valued term during which he continuously enhanced the quality of the periodical. Membership and the profession are greatly in his debt. Professor Dunkin is being succeeded by Robert S. Wedgeworth, Jr., who has been assistant to the editor, and under whom the journal may be expected to maintain the standards which have come to be expected. LRTS has, thus far, succeeded in continuing successfully despite the budgetary restraints felt by ALA generally. But, RTSD was unable to launch a membership newsletter, as had been hoped.

At the ALA Dallas Conference, the division presented a major program on library networks outside the United States, with J. Guy Sylvestre describing the developments in Canada, and Maurice B. Line discussing those in England. The program was co-sponsored by the Information Science and Automation Division and the International Relations Round Table.

The division's annual Esther J. Piercy Award, given to "a younger librarian of outstanding promise," was this year presented to J. Phillip Immroth of the Graduate School of Library and Information Sciences, University of Pittsburgh.

The major activities of the division's committees are as follows:

The Book Catalogs Committee prepared a listing of book form catalogs which was published in the summer 1970 issue of *LRTS,* and has been working on a statement of the considerations applicable to the formulation, production, and issuance of book catalogs. An exhibit of representative book catalogs was presented at the ALA Conference in Dallas.

The Bylaws Committee prepared amendments to the bylaws of two sections (Acquisitions Section and Reproduction of Library Materials Section) to provide for discussion groups in these specialties. The committee also prepared draft bylaws for the use of the Organization Committee and the RTSD board in their consideration of the possibility of establishing a division office of second vice-presdent.

The Centralized Processing Committee prepared a directory of centralized processing centers which was published in the summer 1970 issue of *LRTS.* At the ALA Dallas Conference, the committee was co-sponsor with ISAD of a program on the use of MARC. Currently, the committee is considering its charge for further activity, with the thought that emphasis should be placed on proceedings in relation to library networks.

An ad hoc Commercial Processing

Committee was established during the past year to assist the division and the membership in meeting problems arising from the rapidly increasing use of this form of technical services.

The International Relations Committee (a subcommittee of the ALA International Relations Committee) was represented at the 1970 IFLA Conference in Moscow, and has emphasized the need to coordinate all efforts in the field of international standardization of bibliographical description and cataloging rules. The committee has continued its consideration of the need for translation of English technical services texts into other languages, and an article on this topic is anticipated in a forthcoming issue of the *UNESCO Bulletin for Libraries.*

The Organization Committee prepared recommendations, all of which were approved by the RTSD Board, on the following matters: (1) dissolution of the Directory of On-Going Book Catalogs Subcommittee of the Book Catalogs Committee, the Newsletter Committee, the RTSD/ISAD Interdivisional Committee on a Universal Numbering System for Library Materials, and the Subcommittee to Draft a Study Proposal on State and Federal Documents of the RSD/RTSD Interdivisional Committee on Public Documents; (2) change of name of the RTSD Program Evaluation and Budget Committee to RTSD Committee on Program Evaluation and Support; (3) revised function statements for the AAP/RTSD Joint Committee and for four committees of the Acquisitions Section, and new function statements for the ISAD/RSD/RTSD Interdivisional Committee on Bibliographic Information in Machine-Readable Form and for the RSD/RTSD Interdivisional Committee on Public Documents, Census Bureau Advisory Committee. The committee considered establishment of an office of second-vice-president, in order to distribute responsibilities of officers more equitably, but after RTSD Board discussion, the proposal was dropped.

The Preservation of Library Materials Committee devoted its effort to the consideration of various alternatives for the preparation of a library binding manual.

The Resources Committee's Subcommittee on Micropublishing Projects has been active in several aspects of the technical evaluation and bibliographical control of micropublications, and is cooperating in the consideration of the Government Printing Office proposal to issue government publications in microform.

The Technical Services Costs Committee has been working with the Library Technology Program in the development of a study on standard times for technical processing tasks, and is considering ways in which a clearing house might be established for documentation on standard times and costs and in-house library cost studies.

The division's four discussion groups of technical services administrators from various sizes and types of libraries have continued to meet informally at ALA Conferences for discussion of problems of immediate concern.

RTSD is cooperating with RSD and ISAD in establishing a group to review and recommend action on standards for the representation in machine-readable form of bibliographical information, with a view to encouraging the development of standards which would make possible the effective exchange of machine-readable bibliographic data. The division is continuing its joint efforts with RSD in the field of public documents through consideration of a research study in government publications, problems of depository libraries, issuance of government publications in microform, and cooperation with the Census Bureau.

Outside of ALA, RTSD has maintained its important representation on Committee Z39 of the American National Standards Institute in matters relating to the technical services; these may be found reported in the publication *News about Z39*. Work with the Association of American Publishers has centered around the plans for cataloging-in-publication, standard book numbers, and planning for an acquisitions preconference institute for the 1972 Chicago Conference. Liaison has been continued with the Technical Services Section of the Canadian Library Association. Through its representative, the division has also been working closely with the United States Book Exchange.

Much of the work of the division is, of course, carried out by its four sections and the council of regional groups, reports from each of which are submitted separately.

No presiding officer of RTSD, and perhaps of no ALA division, can complete a term of office with satisfaction that all has been accomplished that was needed or intended. RTSD's activities have been impressive, but there are two areas in which I would like to recommend attention in the coming year. First, although RTSD is the largest type-of-activity division, it is seventh (among nine) in the budgetary allocations for division special requests; RSTD is fourth (among fourteen) of all ALA divisions, and is twelfth in budgetary allocations for these same special requests. While the size of a division's membership may not always correspond exactly to its need for financial support, it is obvious that RTSD cannot carry out effectively the programs its membership desires and needs unless a more reasonable proportion of the total budget available can be allocated to it. Resources and technical services may be less spectacular than some of the issues currently before the Association, but unless a library can operate efficiently "behind-the-scenes," the important social responsibilities which fall to its charge cannot be adequately undertaken.

Second, the division, in many instances, tends to react, rather than act. There is a need, in all units of RTSD, for more initiative and imagination and professional statesmanship. All Association activity competes with one's own job at home, but one's own job can often be facilitated when a division or one of its units can undertake successfully a project with genuine substance.

I should like to thank all of the members of the division for the privilege and genuine pleasure of serving as president, and my particular appreciation to all of the officers and committee members who contributed directly to the year's work. In turn, all of us are in continuing debt to Miss Carol Raney, executive secretary, and to her secretary, Mrs. Janice Adams, for the impressive assistance and guidance they so cheerfully provide. *C. Donald Cook*

Young Adult Services Division

The Young Adult Services Division has continued to strengthen its program of help to librarians who serve young adults. Some new committees have been formed; others have completed their assignments and been dismissed with thanks. An effort was made to find young adult librarians who had not served on committees before, and to make a somewhat equitable distribution among those serving in school, college, and public libraries.

The Magazine Evaluation Committee discontinued its reviews of new periodicals in *Top of the News,* feeling that these are adequately covered in other library publications. Instead, the committee is covering existing magazines in a field, comparing those having similar coverage, and assessing or proposing usage for the titles evaluated. Two useful articles have appeared this year in *TON,* one covering weeklies and the other automotive periodicals of interest to the young adult. Little of this type of reporting has been done previously, so this information should prove of great interest to young adults and their librarians.

The chairmen of the "Selection of Books and Other Materials Committee," the "Audiovisual Committee," and the "Best Books for Young Adults Committee" met in Detroit to discuss the ways that these three committees overlap and to look for some ways to resolve the problem. The YASD board approved the idea that the Selection of Books and Other Materials Committee should limit its scope to books, and ask the Audiovisual Committee to help when appropriate. This committee will prepare or have prepared lists on special topics, as the need arises, to be published in *TON* or in a separate brochure. The first of these is "Folk, Rock and Pop Music" soon to appear in *TON.* The Best Books for Young Adults Committee wil continue to publish its list each year. The 1970 list had 34 titles and appeared in the April issues of *Today's Education, Booklist,* and *Top of the News* as usual, as well as in an attractive separate brochure. This committee received permission from the YASD board at Midwinter in Los Angeles for future lists to include "juvenile" books appropriate for young adults. The original charge to the committee had been to include only *adult* books suitable for young adults.

The Research Committee has undertaken a "state of the art" review of research related to young adult services in libraries. The committee is searching in three areas — the journal, the thesis, and the government sponsored research report. It is felt that the studies will fall into four areas: psychological and behavior research, social research, research on services and programs for young adults, and educational research. The goal of the committee is "to produce a bibliography on research related to young adult service which will include abstracts, a summary analysis, and recommendations for further study and/or action in the area of young adult library services."

A new committee was organized this year — the Organization Committee. Its charge is to "be responsible for checking functions of YASD committees, recommending changes in committee structure, advising on the organization manual, procedural guidelines for specific committees, and so on." It is a COO for YASD. The committee is just getting off the ground but the YASD Board expects to hear some good recommendations from it in Dallas and throughout the next year.

The Publisher's Relations Committee arranged for informal meetings of young adult librarians from public and school libraries and publisher's representatives at several regional library meetings for "Communication." This group recognized the need for additional review coverage of books for young adults at the national level.

A committee in the Chicago area, under the direction of the YASD office, prepared a revision of the popular list, "Non-book materials for Have-not Youth." The new brochure, entitled "Making the Most of Media" will be published by ALA, and will be ready for the Dallas Conference.

The YASD office is also revising other standard YASD lists, such as "Outstanding Fiction for the College-Bound," and has sent copy out to YASD members for comments and suggestions, hoping to publish next summer.

The *Top of the News* has continued with its excellent coverage and timely articles to provide valuable assistance for the librarian who works with young adults.

At Dallas, YASD is providing a preconference, "The Young Adult in the Media World," where we hope to put the *librarian* of this young adult into the media world by having a real workshop — complete with ideas created on tape or transparency and a rock/folk session — all ending with a "show and tell" session.

The program to follow our luncheon during the regular ALA week continues the audiovisual theme with Robert Polin speaking about "The Young Adult as a Film-maker" and showing examples of this art. All of these activities and programs have one aim — to make the young adult librarian better able to understand the young adult's world in order to make programs and materials relevant for that young adult.

Mrs. Mary Ann Hanna

Note: Reports were not received from the presidents of the following divisions: Association of College and Research Libraries and Association of State Library Agencies.

ALA COMMITTEES

Accreditation

During the 1970-71 report year, nine visits were made to library schools, all in the United States. Three visits were made to schools offering initial accreditation of their programs, while six were to schools offering accredited programs to determine if the accreditation status should be continued. Of this latter group, one visit was made in conjunction with a regional accrediting agency, the Middle States Association of Colleges and Secondary Schools. Requests from two schools for initial accreditation were denied because, in the view of COA — based on reports and supporting documents — the schools were not eligible for a visit at this time.

The following programs were granted initial accreditation:

School of Library Science, University of Iowa, Master of Arts.

Palmer Graduate Library School, Long Island University, Master of Science.

Graduate Library School, University of Rhode Island, Master of Library Science.

At the conclusion of the report year, 55 schools offered programs accredited by the Association.

Traditionally, schools with both accredited and non-accredited programs have sought advice relating to the standards and accreditation procedures. This year was no exception, as representatives from twelve non-accredited programs had formal appointments with COA members during the Midwinter and Annual Conferences.

Continuing Review

At its special fall meeting, COA followed a new procedure for examining the continuing review reports from schools having accredited programs. As in the past, each COA member reviewed a number of reports prior to the November meeting. At this meeting, however, the readers of each report met in a working team situation, discussed the report, shared their previously written comments, and prepared, together, the draft of a letter to be sent back to the school from COA. This report reviewing procedure proved to be successful.

The chairman appointed a subcommittee of three members to study and make recommendations for the revision of the 1969-70 report form, which was done at the spring meeting.

Revision of Standards

The chairman of the COA Subcommittee to Consider Revision of Standards for Accreditation made a report of his committee's activities and submitted a proposed draft of the revised standards at the special spring meeting of COA in April. At the Dallas Conference, COA reviewed and approved a tentative draft of the document prepared by the subcommittee, and established procedures including a tentative time schedule for the discussion of the draft in order to obtain ALA membership reaction before sending the proposed revision to Council for approval.

At its meeting in Dallas, the Subcommittee to Consider Revision of Standards for Undergraduate Programs in Librarianship concluded that there should be a single set of standards for the accreditation of library education programs and these should be for programs at the master's degree level. Therefore, guidelines rather than standards should be devised for preparation of supportive staff. Such guidelines appeared to be the responsibility of the Library Education Division rather than COA. The Committee on Accreditation accepted this report and discharged the subcommittee at its chairman's request.

Special Studies

The study by Dr. J. Periam Danton, *Between M.L.S. and Ph.D.* (A Study of Sixth-Year Specialist Programs in Accredited Library Schools) that had been commissioned by COA and made possible by a J. Morris Jones — World Book Encyclopedia — ALA Goals Award, was published and distributed during this report year.

Following an earlier decision by COA to conduct a depth study of extension programs, a questionnaire relating to "off-campus instruction" was developed in final form, and sent to schools with accredited programs in library education in May.

Professional Relations

During the year a series of formal and informal meetings took place between COA and other national agencies responsible for accreditation. The meetings are listed in chronological order as follows:

August 12 — Reagan, Asheim, and Vance met informally with Mr. John R. Proffitt and staff in Washington, D.C., to discuss procedures for USOE's reevaluation of the ALA as a recognized accrediting agency. A representative from the Accreditation and Institutional Eligibility Staff of the USOE Bureau of Higher Education did accompany a visiting team on an initial accreditation visit.

August 13 — Reagan, Asheim, and Vance met with Dr. Frank G. Dickey, and Mr. Jerry Miller (National Commission on Accrediting) in Washington, D.C., to discuss procedures for NCA's review of the ALA as a recognized accrediting agency. A representative from NCA did accompany a visiting team on a COA visit during the spring of 1971.

September 16 — Reagan, Asheim, Vinson (AASL), and Vance met with Dr. Rolf W. Larson of the National Council for Accreditation of Teacher Education to discuss the matter of single-purpose programs which appear to fall within the ALA's area of responsibility, and are eligible for evaluation under the standards for accreditation, but which do not use the traditional library terminology.

November 6 — Reagan and Vance attended a seminar on "Accreditation and the Public Interest" in Washington, D.C., sponsored jointly by USOE and NCA.

February 18 — Reagan, Vance, and Vinson met in Washington, D.C., with NCA and NCATE staff to continue the discussion of September 16 regarding single-purpose programs.

April 28-30 — Reagan and Vance attended an NCATE Conference in Washington, D.C., as invited delegates along with others from sixty-one professional organizations and learned societies. The conference was based on the issue of how these organizations and societies could contribute to the effective operation of NCATE.

At the Dallas Conference, Dr. Frank G. Dickey, upon invitation of COA, spent two hours with the committee discussing matters of mutual concern.

Relationships with ALA

In response to a directive from COPES, COA submitted a statement of its goals and priorities along with its budget request for 1971-72. The chairman, the assistant director for accreditation (OLE), and a COA member met with COPES at Midwinter to present this information. The chairman and the assistant director also met with COPES /Budget Assembly in Dallas. In its communication with COPES, COA pointed out that the supplemental grants from The H. W. Wilson Foundation, which support a major portion of ALA's accreditation responsibilities, will come to an end on March 31, 1972; and that, if ALA is to continue its accrediting function, it must assume fiscal responsibility for these activities. The COA's full budget request was granted.

At Midwinter a statement from COA was presented to both Council and membership meetings, opposing the ANACONDA recommendation to include COA staff in the proposed Office of Library Manpower. By the time ALA convened in Dallas, ANACONDA had withdrawn this recommendation. At the Dallas meeting, COA endorsed a statement prepared by the Advisory Committee to the Office for Library Education opposing the placement of OLE in the proposed Office of Library Manpower.

Committee Membership

With the beginning of the 1970-71 committee year, COA membership was increased to ten. Robert S. Taylor, a new appointee, resigned early in the year and was replaced by Allen B. Veaner. The resignation of Dr. Lester Asheim as director of the Office for Library Education was a distinct loss to the operation of COA. Dr. Asheim had given invaluable guidance to the committee during his tenure as director of the OLE.

H. Gordon Bechanan and Kenneth Vance completed their terms of appointment on the COA at the close of the Dallas Conference. Their replacements are Mrs. Carrie C. Robinson and John T. Eastlick. F. William Summers was appointed chairman of the COA for 1971-72. *Kenneth Vance*

Excutive Director Search

On May 24, the Executive Director Search Committee composed of Archie McNeal, Effie Lee Morris, Shirley Olofson, John Rowell, and myself transmitted its final report to President Bradshaw. I have been asked to describe to you our method of operation and some of our general conclusions.

The committee was appointed in August 1970 and given two deadlines: (1) to assemble all nominations by February 15, 1971; (2) to present its recommendations to the Executive Board by this conference.

I think it has not been clear to all members of the association what the role of the Search Committee was. Perhaps it is well to begin with what we were *not*. We were *not* authorized to select the new executive director, nor to set a salary, nor to negotiate with candidates. We were to seek nominees and candidates, sift and evaluate the nominees, and make a final recommendation of "six to ten names to . . . the Executive Board." The Executive Board is the final arbiter in this important endeavor, and it is under no obligation to make a selection from the panel that the Search Committee has presented. It will be up to the Executive Board to undertake the actual negotiation with candidates including the terms of employment.

The Search Committee sought candidates by writing as a committee to over two-hundred people including forty-eight members of the ALA Headquarters staff, to presidents of divisions and chapters, to chairmen of round tables, and to others. Invitations also appeared in ***American Libraries***, the *Library Journal*, and the ***Wilson Library*** *Bulletin*. Finally, individual members of the Search Committee sought names by talking or writing to a very considerable number of people.

One hundred and thirty persons were nominated and received the most thoughtful consideration. Each nominee was asked to submit biographical data Those who did not respond to our first letter were sent registered letters or were spoken to by a member of the committee. In the end, only three people failed to answer.

We did not, as a committee, interview candidates, but whenever a nominee was inadequately known to us we did three things as individuals:

1. Wrote or telephoned people believed to be intimately acquainted with the nominee. The references thus compiled not infrequently ran to ten or more sources. It might be said parenthetically that a number of ALA members took the initiative to call us long distance to give us their unsolicited opinions on certain candidates that were reported to be under consideration. Such calls were often of the utmost usefulness in evaluating a candidate.
2. We sought opportunities at ALA meetings or otherwise to speak to candidates. At times this was with the avowed purpose of ascertaining the person's interest in, and attitudes toward, the position. At other times, it was an attempt to measure at close range the kind of person under consideration.
3. We took especial pains to observe candidates who participated in Council, Membership, and other ALA meetings.

In addition to the foregoing, we held an open meeting at the 1971 Midwinter Meeting to invite comments on the type of person we should seek, the premises on which we were operating, and specific nominations.

The committee early came to the rather firm conclusion that the candidate should be a librarian. We were aware that some Executive Board members would have been pleased to have us consider non-librarian candidates, and we in fact did have a few names. After much reflection, however, we concluded that recourse to a nonlibrarian should be had only when all reasonable options failed to produce a qualified candidate from within the profession. However, we included within the profession a number of persons who have been actively associated with librarianship, although not librarians.

At our first meeting, we set lower and upper age limits of thirty and fifty-five, and with respect to the upper limit we generally felt that a substantially lower age, say forty-five, was to be preferred. We were prepared to go below or above these limits in the case of a person offering exceptional qualifications. You will see that there was an implicit assumption in the upper age limit that the next incumbent would be appointed in the expectation that he or she would serve ten or more years. We acknowledge that nothing in the charge to the committee justified this assumption, and we learned that a number of people, including some past presidents, were strongly opposed to long tenure.

At our midwinter open meeting, the age limits were challenged, and after further deliberation the committee undertook to seek biographical data and to consider everyone without regard to age.

The committee has consistently felt a special responsibility, which it has taken with the utmost seriousness, to find a wide range of candidates without regard to sex, race, or national origin, but with diverse attitudes toward the present and future of ALA.

One of the less encouraging aspects of our effort was the number of declinations—over one-half—from nominees. At times these were so categorical that further effort to interest the nominee would appear fruitless. For example, one respondent said he wouldn't move to Chicago if this were the only job in the whole United States. Another said that being a library director was bad enough and he didn't want a worse job. However, in other cases, the reasons were not given or appeared flimsy. It is our considered opinion that the Executive Board would be well advised to give serious thought to some of these reluctant nominees. With this objective, we submitted two lists, one of avowed candidates, and a smaller selection of people who declined but who, in our opinion, are so worthy that it would be appropriate for the Executive Board, if it shares our view, to weigh these names along with others in an attempt to get the finest possible person for the position.

Originally, the Search Committee was not instructed to make any ranking of candidates, but subsequently we received word that the Executive Board would be pleased to have any ranking that we might be prepared to make. I think it not unimportant for the membership to know that the Search Committee *unanimously* selected its number one candidate and unanimously selected a block of four second choice nominees. We also unanimously agreed on five candidates who had declined to stand actively for the position but whom we thought should be seriously considered.

In closing, I call your attention to the diverse ages and backgrounds of the members of the Search Committee. I think it significant that although we differed rather heatedly on selected issues and nominees, there was never any question that we all had as our first consideration the welfare of the association. We hope that our efforts will assist in finding a first-rate successor to David Clift.—*R. D. Rogers, chairman.*

TREASURER'S REPORT

BALANCE SHEET—AUGUST 31, 1971

Assets

ENDOWMENT FUNDS			
Cash in agency account		$ 786.95	
Investments—at cost		2,449,200.52	
Real estate		1,030,174.30	
Accounts Receivable—ALA		70,317.93	
TOTAL ENDOWMENT FUND ASSETS			3,550,479.70
GENERAL AND SPECIAL FUNDS			
Cash in banks		33,788.37	
Cash on hand		700.00	
Cash on deposit		425.00	
Common stocks—industrial		51,936.50	
Accounts Receivable—commercial		361,208.74	
—miscellaneous		2,605.00	
Advances to officers and staff members, etc.		50,362.38	
Prepaid expenses		50,431.41	
Deferred charges		60,000.00	
Office devices and building equipment Less accumulated depreciation to date of $57,516.46		79,074.12	
Inventory of postage, paper, supplies		75,407.12	
Inventory of books and audiovisual materials		298,630.17	
Headquarters building—construction equipment and other costs	$1,358,074.36		
Less—depreciation	230,315.90	1,127,758.46	2,192,327.27
TOTAL ASSETS			5,742,806.97

Liabilities

ENDOWMENT FUND BALANCES		
Carnegie Fund	172,368.72	
Carnegie Corporation Endowment Fund	2,757,547.73	
General Endowment Fund	515,256.93	
ALTA Endowment	19,487.50	
Sarah C. N. Bogle Endowment Fund	5,018.77	
Melvil Dewey Medal Fund	501.69	
Frederic G. Melcher Scholarship Fund	63,645.83	
Oberly Memorial Fund	1,078.64	
Herbert Putnam Honor Fund	2,482.51	
James L. Whitney Fund	13,091.38	
TOTAL ENDOWMENT FUND BALANCES		3,550,479.70
GENERAL AND SPECIAL FUNDS		
Endowment Fund Payable	70,317.93	
Miscellaneous accounts payable	180,535.74	
General and Special Fund Balances	$1,941,473.60	2,192,327.27
TOTAL LIABILITIES		$5,742,806.97

REGULAR AND SPECIAL FUNDS

Summary of Income, Expense and Balances
September 1, 1970 to August 31, 1971

Regular Activities	I Balance 9-1-70	II Income	III Expense	IV Balance 8-31-71
GENERAL FUNDS	$ 310,221.98			
Dues, Endowment, etc.		1,652,376.04	—	
Administration and Program		—	2,027,610.55	
Transfers:				
1970 Annual Meetings		123.690.76	—	
1971 Annual Meetings		30,000.00	—	
Journal of Library Automation refund		—	1,012.00	
Comm. on New Directions		—	504.33	87,161.90
	310,221.98	1,806,066.80	2,029,126.88	87,161.90
ANNUAL MEETINGS				
1970—Detroit	142,234.07	3,298.25	21,841.56	
Transfer to General Funds		123,690.76*	—	—
1971—Dallas	2,962.63*	347,698.86	301,456.49	
Transfer to General Funds		30,000.00*	—	13,279.74
1972-76	1,248.71*	—	1,039.37	2,288.08*
	138,022.73	197,306.35	324,337.42	10,991.66
DIVISION MEMBERSHIP PERIODICALS				
College and Research Libraries	—	59,466.88	88,013.50	
Journal of Library Automation		18,553.33	27,930.42	
Libr. Resources and Tech. Serv.		14,774.00	48,137.68	
R.Q.		3,213.85	28,897.64	
School Libraries		14,023.25	31,768.42	
Top of the News		14,647.18	27,294.45	
Transfer from Publishing Funds		52,447.00	—	
Transfer to Admn. and Prog.		—	74,916.62*	—
	—	177,125.49	177,125.49	—
PUBLISHING FUNDS				
Booklist	68,957.18	521,774.24	620,585.16	—
Transfer from Carnegie Fd.		29,853.74	—	—
American Libraries	—	152,922.77	296,094.09	—
Transfer from Publishing		143,171.32	—	
Publishing Services	200,011.63	878,771.12	927,137.72	
Transfer to Am. Librs.		143,171.32*	—	
Transfer to Division Period.		52,447.00*	—	43,973.29*
	268,968.81	1,530,874.87	1,843,816.97	43,973.29*
PUBLISHING REVOLVING FUND	50,258.32	—	—	50,258.32
MISCELLANEOUS PUBLISHING FUNDS	3,330.54*	499.06	—	2,831.48*
	46,927.78	499.06	—	47,426.84
TOTAL REGULAR ACTIVITIES	$ 764,141.30	3,711,872.57	4,374,406.76	101,607.11

Undistributed Income	**I Balance 9-1-70**	**II Income**	**III Expense**	**IV Balance 8-31-71**
Reserve for ACRL Foundation Grants Project	$ 7,033.53	—	250.27	6,783.26
Carnegie Fund	117,691.12	9,932.51	—	
Transfer to Booklist		29,853.74*	—	
Transfer to Admn. and Prog.		—	1,799.92	95,969.97
Endowment Fund Trustees	12,368.99	—	1,205.20	11,163.79
TOTAL UNDISTRIBUTED INCOME	137,093.64	19,921.23*	3,255.39	113,917.02
Round Table Funds				
American Library History	1,156.62	568.00	270.50	1,454.12
Exhibits	12,371.69	13,396.55	24,283.12	1,485.12
International Relations	130.03	2,463.50	1,699.34	894.19
Junior Members	2,119.83	1,705.00	2,197.09	1,627.74
Library Research	5,415.64	2,819.00	886.70	7,347.94
Library Serv. to the Blind	2,739.21	2,237.50	2,503.95	2,472.76
Social Responsibility	2,478.29	5,681.40	3,893.15	4,266.54
Staff Organizations	35.98	723.00	797.18	38.20*
TOTAL ROUND TABLE FUNDS	26,447.29	29,593.95	36,531.03	19,510.21
Special Activities				
ALA Centennial Committee	600.00	—	—	600.00
ALA Publishing Activities	7,904.95	726.16	—	8,631.11
ALA Scholarship Fund	3,500.00	6,997.00	2,500.00	
Transfer from Libr. Educ. Sch. Fd.—Agnes Saylor Klein		100.00	—	8,097.00
American Library Institute	376.48	—	—	376.48
May Hill Arbuthnot Award	1,582.87	1,495.00	1,463.72	1,614.15
Beta Phi Mu Award	—	50.00	50.00	—
Bogle Memorial Award	201.82	152.22	—	354.04
CSD Discretionary Fund	—	1,000.00	766.71	233.29
Clarence Day Award	—	1,000.00	1,050.00	50.00*
Melvil Dewey Medal Award	155.36*	15.39	4.35	144.32*
Dutton-Macrae Award	—	1,000.00	1,000.00	—
Estate of Agnes MacDonald	44,755.06	3,240.00	—	47,995.06
Exec. Dir. Wash. Office Fund	2,800.81	6,325.00	3,849.94	5,275.87
Exhibits Round Table Survey	1,054.21	—	280.89	773.32
Grolier Award	—	1,000.00	1,000.00	—
C. S. Hammond Co. Library Award	—	500.00	500.00	—
Headquarters Building Fund	1,166,144.49	—	38,386.03	1,127,758.46
Intellectual Freedom Newsletter	1,939.02*	14,153.72	16,962.06	4,747.36*
Library Binding Institute Award	500.00	—	1,000.00	500.00*
Library Education Fund	100.00	—	—	100.00
Library Educ. Scholarship Fund—Agnes Saylor Klein	770.50	—	—	
Transfer to ALA Scholarship Fund		100.00*	—	670.50
Library Serv. to Labor Groups—AF of L-CIO Grant	665.65	—	—	665.65
Lippincott Award	—	1,000.00	1,000.00	—

		I Balance 9-1-70	II Income	III Expense	IV Balance 8-31-71
Melcher Scholarship Fund	$	4,785.86	10,039.05	7,302.33	7,522.58
Carl Milam Memorial Fund		150.00	——	196.00	
Transfer to Admn. and Program			——	46.00*	——
Oberly Memorial Award		597.11	30.74	60.00	567.85
OKO-Downey Text		534.24	10.21	——	544.45
Esther Piercy Memorial Fund		1,293.40	——	26.00	1,267.40
Scarecrow Press Award		——	500.00	500.00	——
Scribner's Award		——	1,000.00	1,000.00	——
Seminar Discussion Guides		——	250.00	401.07	151.07*
Small Library Publications		5,000.00	——	——	5,000.00
Tape Cassette—Annual Meetings		——	1,307.41	1,696.28	388.87*
Trustee Endowment Fund		1,782.54	1,372.85	——	
Transfer to Endowment			2,587.50*	——	567.89
Turkish Library Fund		11.89	60.00	——	71.89
University Microfilm Award		50.00	——	——	50.00
Wilson Library Periodical Award		——	100.00	100.00	——
Wilson Libr. Recruitment Award		——	1,000.00	1,000.00	——
TOTAL SPECIAL ACTIVITIES		1,243,067.50	51,737.25	82,049.38	1,212,755.37

Special Projects

American Library Laws	10,151.48	——	1,723.90	8,427.58
American Library Resources	——	2,000.00	3,536.42	1,536.42*
Ankara Library School Reserve	2,953.03	——	335.22	2,617.81
Argentine Library Project	1,422.54	——	——	1,422.54
Asia Foundation Travel Grant	71.10	2,000.00	1,641.01	430.09
ACRL Foundation Grants Project	2,300.24	——	58.02	2,242.22
Bibliographic Controls Study	4,882.78	——	997.82	3,884.96
Brasilia Project	2,392.16	——	400.00	
Refund to grantor		1,992.16*	——	——
Chapter Relations Project	11,719.51	——	10,186.38	1,533.13
Choice	147,849.58	311,303.29	349,885.32	109,267.55
Comm. on New Directions	3,239.98*	2,735.65	——	
Transfer to General Funds		——	504.33*	——
Conference on the Book	1,978.71	——	920.00	1,058.71
Conf. on Interlibrary Communications	10,595.24*	65,415.99	57,441.01	2,620.26*
Conf. on Library Manpower	534.27	——	——	534.27
Core Collection	16,101.95	——	48,717.09	32,615.14*
Goals of Public Library Service	——	——	3,679.60	3,679.60*
Haile Sellassie University	55,314.85	10,000.00	14,593.96	50,720.89
IRO-Agency for Intl. Development	106,469.37*	253,943.40	206,891.99	59,417.96*
Library Technology Program	1,437.33*	1,437.33	——	——
LTP-Card Stock	——	3,162.73	3,162.73	——
Chair Test Program	297.59	11,375.00	23,135.33	11,462.74*
Conservation of Libr. Matls.	1,087.91*	7,500.00	856.76	5,555.33
Director's Disc. Fund	2,693.30*	——	188.48*	2,504.82*
Manual on Library Furniture	34.39	1,171.93	1,206.32	——
Microform Reader Test	2,205.74*	2,278.13	72.39	——
Publications Revolving Fund	53,664.87	14,627.40	23,733.63	44,558.64

	I Balance 9-1-70	II Income	III Expense	IV Balance 8-31-71
LT Reports	$ 192,938.41	121,753.51	93,478.26	
Transfer to Admn. and Program		—	41,000.00	180,213.66
Measurement of Effectiveness of P.L. Service	—	78,854.40	6,029.66	72,824.74
Natl. Plan for Library Statistics	575.90	8,850.00	2,673.16	6,752.74
National Union Catalog	9,960.69	811,000.00	778,816.90	42,143.79
Office for Library Education	5,000.00	—	—	
Transfer to Admn. and Program		—	5,000.00	—
OLE—Advisory Committee	6,642.47	—	1,602.92	5,039.55
OLE—Supplemental Grant No. 1	4,914.56	—	1,594.85	3,319.71
OLE—Supplemental Grant No. 2	37,241.08	42,372.00	45,247.81	34,365.27
Organizing State Trustees	1,889.59	—	1,271.74	617.85
Post Masters Study Project	1,190.56	—	1,160.00	
Transfer to World Book Award	30.56*	—	—	—
Reading Guides Project	8,477.46	—	—	8,477.46
Revision of ALA Standards for Accreditation	7,576.62	9,900.00	5,406.89	12,069.73
School Library Manpower Project	17,799.01*	400,000.00	391,299.99	9,099.00*
Students to Dallas	—	24,000.00	19,109.77	4,890.23
Total Community Service	—	—	281.59	281.59*
University of Algiers Proj.	5,517.06	—	1,856.41	
Refund to grantor		3,660.65*	—	—
University of Delhi Proj.	148.68	—	79.45*	
Refund to grantor		228.13*	—	—
World Book Award	9,965.40	25,000.00	25,000.00	
Transfer from Post Masters Study	30.56	—	—	9,995.96
Zambia Project	2,728.17	—	—	2,728.17
TOTAL SPECIAL PROJECTS	460,907.82	2,204,799.82	2,173,232.99	492,474.65

Accommodation Accounts

Aid to Italian Libraries	2,947.59	—	1,738.35	1,209.24
National Library Week	—	6,500.00	6,500.00	—
TOTAL ACCOMMODATIONS	2,947.59	6,500.00	8,238.35	1,209.24
TOTAL ALL	$2,634,605.14	5,984,582.36	6,677,713.90	1,941,473.60

REGULAR ACTIVITIES
Income Summary
September 1, 1970 to August 31, 1971

General Funds

	9-1-70 to 8-31-71	9-1-69 to 8-31-70
DUES, ENDOWMENT, ETC.		
Membership dues		
personal	$ 868,306.75	845,166.12
organization	527,944.77	476,501.48

special	38,550.00	46,225.00
affiliation	—	740.00
life	—	142,805.00
	1,434,801.52	1,511,437.60
Less—life memberships transferred to endowment	—	142,805.00
	1,434,801.52	1,368,632.60
ENDOWMENT FUNDS		
Carnegie Corporation—interest and dividends	83,709.90	97,550.60
—additional return	69,853.45	—
General Endowment—interest and dividends	23,379.65	17,689.10
—additional return	11,414.95	—
MEMBERSHIP DIRECTORY SALES	4,448.30	4,383.50
MEMBERSHIP MAILING LIST RENTAL	9,401.03	8,676.85
OTHER INCOME	15,367.24	70,386.54
	1,652,376.04	1,567,319.19
ANNUAL MEETINGS		
Sales of exhibit space	223,139.00	311,772.00
Registration fees	107,856.00	104,209.50
Program advertising	16,560.09	22,595.95
Other income	143.77	—
	347,698.86	438,577.45
DIVISION MEMBERSHIP PERIODICALS		
College and Research Libraries	59,466.88	63,270.86
Journal of Library Automation	18,553.33	16,217.83
Library Resources and Technical Services	14,774.00	11,840.35
R.Q.	3,213.85	3,035.26
School Libraries	14,023.25	14,901.90
Top of the News	14,647.18	16,514.99
	124,678.49	125,781.19
TOTAL GENERAL FUNDS INCOME	2,124,753.39	2,131,677.83
Publishing Funds		
Booklist	521,774.24	469,538.63
American Libraries	152,922.77	167,808.22
Publishing—Books and pamphlets	878,771.12	817,689.91
TOTAL PUBLISHING FUNDS	1,553,468.13	1,455,036.76
TOTAL REGULAR ACTIVITIES	$3,678,221.52	3,586,714.59

REGULAR ACTIVITIES
Summary of Expenditures
September 1, 1970 to August 31, 1971

	Budget	Actual at 8-31-71
Executive Board and Officers	$ 24,950.00	25,939.97
Executive Office	139,079.00	141,953.42
Office for Intellectual Freedom	69,268.00	69,406.46
International Relations Office	38,480.00	46,999.66
Office for Research and Development	16,164.00	623.93
Library Technology Program	44,802.00	47,806.96
Office for Library Education	30,252.00	26,313.85
Division Services Department		
Division Offices	353,370.00	381,617.23
Headquarters Library	62,418.00	67,897.01
Membership Promotion	40,951.00	42,302.79
Office for Recruitment	47,774.00	38,681.25
Division Special Requests	98,786.00	84,649.10
Allocation to Periodicals	47,428.00	76,073.62
Clerical Fund	9,000.00	1,489.35
Fiscal Department		
Accounting Services	115,368.00	131,962.38
Business Expense	107,680.00	133,871.72
Administrative Services Department		
General Services	330,480.00	350,938.01
Data Processing	280,020.00	302,748.96
Building Maintenance	84,332.00	96,983.68
Public Relations	36,036.00	46,239.65
Washington Office	120,368.00	139,054.57
ALA Committees	61,033.00	60,157.74
Warehouse Expense	12,000.00	10,376.54
Operating Reserve	14,500.00	8,945.44
Salary Shrinkage	30,000.00*	——
Salary Improvement	165,208.00	——
Administrative Services Distributed	309,496.00*	305,422.74*
	2,010,251.00	2,027,610.55
Annual Meeting	252,720.00	301,456.49
	2,262,971.00	2,329,067.04
The Booklist	654,952.00	620,585.16
American Libraries	292,363.00	296,094.09
Publishing—Books and pamphlets	1,048,078.00	927,137.72
	1,995,393.00	1,843,816.97
	$4,258,364.00	4,172,884.01

These figures are subject to audit.

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*Red figure or credit.